

# **PROJECT SUMMARY: SMARTMINDS EMPLOYEE ASSESSMENT TOOL**

JANUARY 2015 – CURRENT, QLD

**A Consulting Project Conducted by the  
Centre for Work, Organisation & Wellbeing**

# SMARTMINDS EMPLOYEE ASSESSMENT TOOL

**Name of Client: Programmed Maintenance Services**



**Senior Centre for Work, Organisation and Wellbeing (WOW) Staff Involved:  
Associate Professor Rebecca Loudoun**

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## **Description of Project:**

As more organisations look to focus on core business, relieve capacity constraints, create innovation and reduce operating costs, they invariably turn to outsourcing internal functions. Seeking to prevent outcomes associated with outsourcing (e.g. reduction in service quality and deterioration of safety culture) Programmed - Australia's largest staffing and maintenance services organisation – engaged WOW in 2015 to develop a robust and innovative assessment tool to assist in identifying, employing and developing workers who align themselves with the organisation's core values, internalise the company's safety ethos and enhance the workplace culture around safety.

## **Outcomes:**

- WOW developed SMARTminds, which reliably measures all relevant personal characteristics, attitudes, and personal values as they relate to safety mindedness.
- This tool is now being used as part of Programmed's Zero Harm journey, to measure safety mindedness when selecting and developing managers and staff.
- Programmed is also in the process of commercialising the tool to assist clients with recruitment and development of new and existing employees, team performance and promoting a positive safety culture.
- WOW continues to work with Programmed on SMARTminds Project II to assess the ability of SMARTminds to predict future safety behaviour and performance.