



Selection For Risk Occupations

Modern society is dependent on highly sophisticated technical systems. As these systems become more complex and demanding, attention has been focused on the people operating them - the human factor. Operator error is a major cause of accidents or breakdowns, sometimes with grave human, economic or environmental consequences.

Many occupations involve a considerable amount of stress or potential risks. Hence it is essential that the operators possess the capacity to avoid accidents and errors, or, if that is not possible, to minimize their effects.

Individuals react differently when exposed to stress, risks or complex tasks. Some individuals do not have enough psychological resources to handle difficult or complex situations in a desirable way.

Our intellectual and emotional resources have an effect on our perception of reality. Ultimately, our perception of reality determines our capacity for swift, rational behavior.

There are many reasons why an individual may not act in a rational way:

- He may not be able to grasp the situation
- He may not be able, or willing, to comprehend the gravity of the situation
- He may lack the capacity to act quickly enough

- He may become too confused or blocked to act rationally, or act at all
- He may not be able to co-operate with others as required

Traditionally, selection for different operational tasks has been based on formal merits, aptitude tests and/or employment interviews. However such methods have not proved sufficient in detecting the likely response to stress, simply because the psychological mechanism involved remain hidden in our personality - until we need them. We may function very well in normal, every-day life and yet come short when confronted with a difficult or threatening situation.

Interpersona has specialized in assessing people's ability to handle operational tasks and situations demanding a great amount of psychological capacity. We have solid experience in the selection of flight management and other occupational groups exposed to high accident risks and with highly set standards for efficiency, flexibility and preparedness.

Our methods - notably the Defence Mechanism Test (DMT) and the WHEEL - have been carefully developed and evaluated, and are highly accurate in predicting accident-proneness in stress or risk occupations. The DMT is a perceptual personality test that uncovers the kind and amount of psychological defence determining our potential for accurate action in critical situations. The WHEEL reveals our perception of reality, our drive and willingness to act.

These and other methods for testing intellectual skills, simultaneous and co-ordination capacity are administered and analyzed by our well-experienced psychologists, who also perform the most important part of the selection program - the interview.

In the interview, all sources of information are being tied together, and the psychologist makes a careful assessment of the test subject's personality and fitness for the task in question. The interview and our program of methods, as well as final feedback to the applicant, are integral parts of our total selection concept.