



# INTRODUCTION

Driving examiners are one of the first safety agents as they ensure that candidates with bad skills or improper attitudes towards traffic safety do not enter the traffic as licensed drivers.

# CHALLENGES IN EXAMINER'S WORK

The job of driving examiner might be perceived as difficult, stressful, demanding high responsibility, and ethical behaviour:

- an objective evaluation of examinee driving skills in a short period of time.
- dealing with clients who are in a state of big stress; have to support the examinee and create an atmosphere to ensure exhibition of examinee's skills even in the stressful situation.
- staying calm for him/herself as driver-candidates might act hostile if they treat examiner's decision or examining procedure as unfair.
- ethical behaviour to represent his/her enterprise, to hold the reputation of fair, equal for every examinee institution.

# THE PROBLEM

There is no clear answer who are those people who qualify best for this job.

# STATE OF ART

- Many countries have specific requirements to the candidates to apply for position of driving examiner.
- They include minimal age and education, driving licence category, good skills of driving, absence of recent traffic offences.
- Some countries report psychological fit as an additional requirement.
- Still, all of requirements for driving examiners are mostly selected based on common sense and it is difficult to predict if employee meeting these requirements will be a good driver examiner.
- There is no evidence driven knowledge what personal characteristics and skills driving examiners have to possess.

# AIM

- is empirically to evaluate the role of personality traits and attitudes towards risk taking on the road for the work effectiveness of driving examiners in Lithuania.



# SAMPLE

Total – 103

The driving examiners of all regions in Lithuania where driving licensing is proceeded.



Age – 49.5 years (SD=9.3)

Work experience – 10.2 years (SD=2.5)

# MEASURES

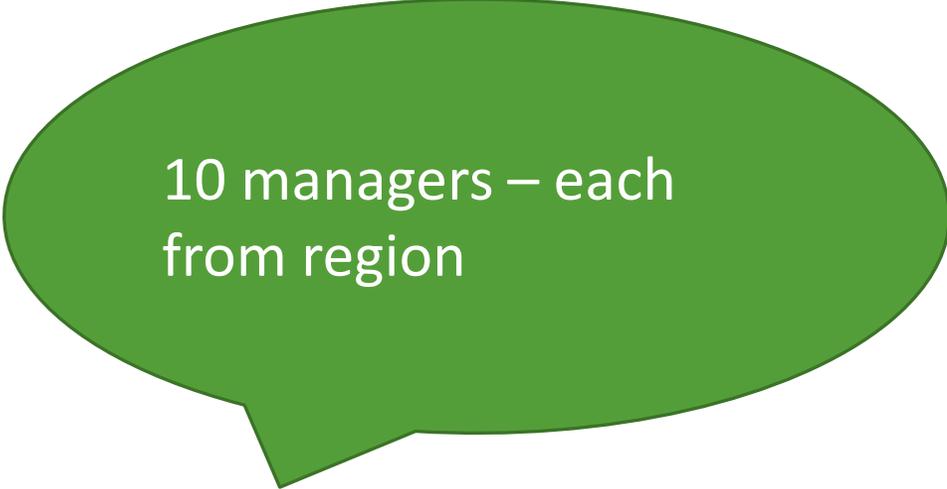
## Self-reports:

- **Attitudes towards traffic safety** measured by items covering areas of over-speeding, safety of other people in a car, rules' obedience, drink driving, driving style of others (Cronbach alpha - .66; Iversen, Rundmo, 2004).
- **Personality traits** were measured by NEO-PI-R (Costa, McCrae, 1992):
  - Neuroticism (Cronbach alpha - .88)
  - Extraversion (Cronbach alpha - .82)
  - Conscientiousness (Cronbach alpha - .89)
  - Agreeableness (Cronbach alpha - .82)
  - Openness to Experience (Cronbach alpha - .85)

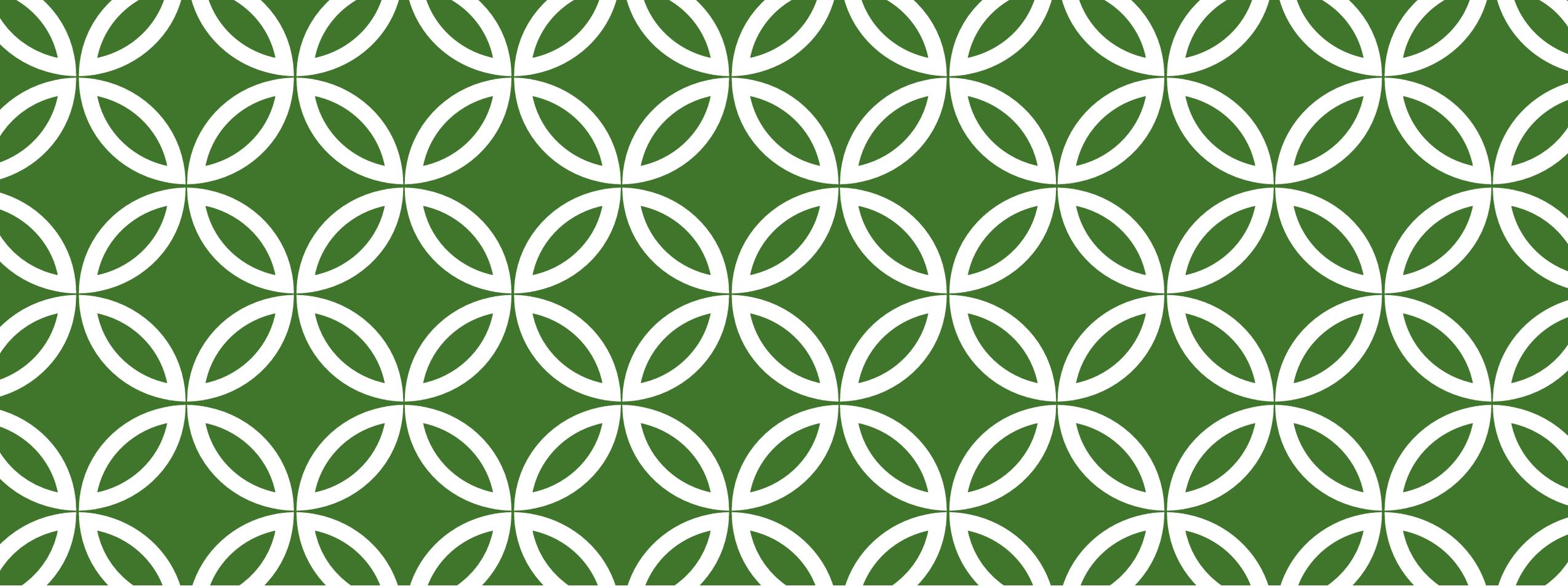
# MEASURES (2)

Data from managers:

- **Job performance evaluation:**
  - communication with clients,
  - preparation for exam,
  - behaviour during exam,
  - feedback about client's performance during exam,
  - filling the protocol of exam.
- **Subjective evaluation in comparison to ideal examiner** (in the scale from 0 to 100).



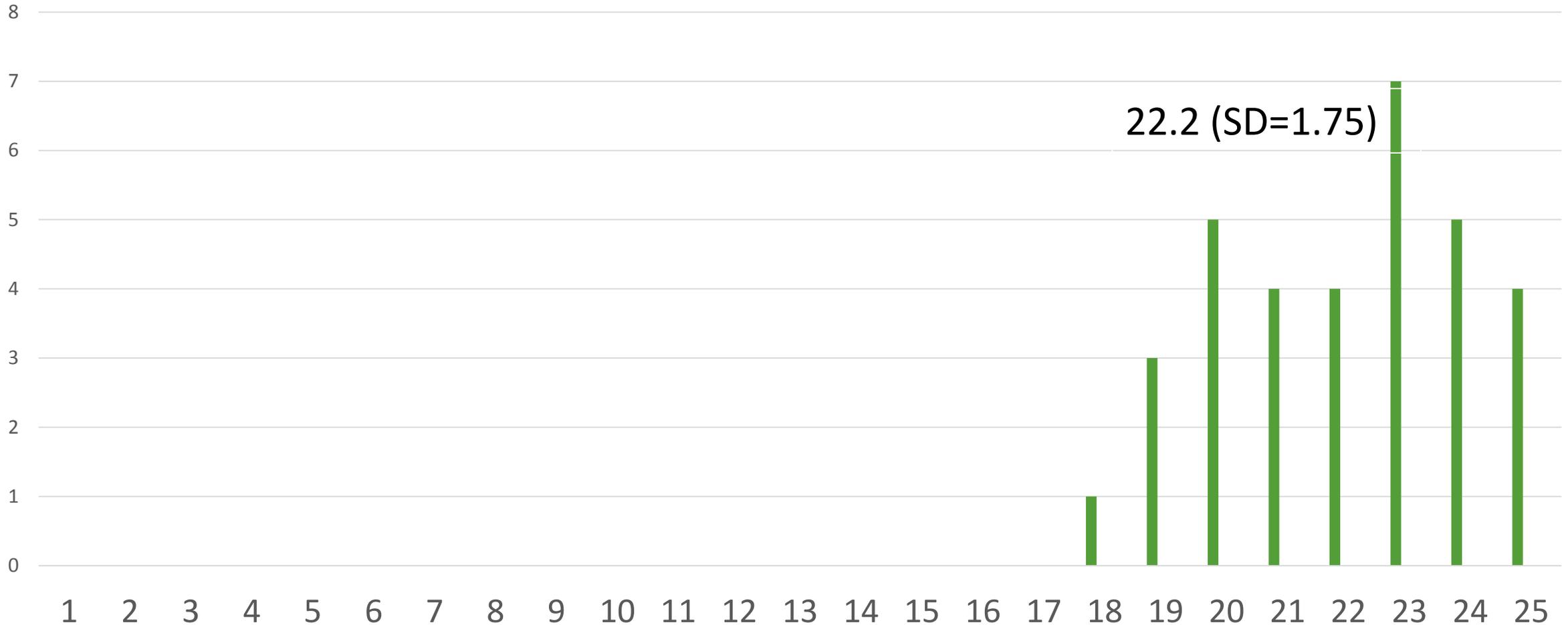
10 managers – each  
from region



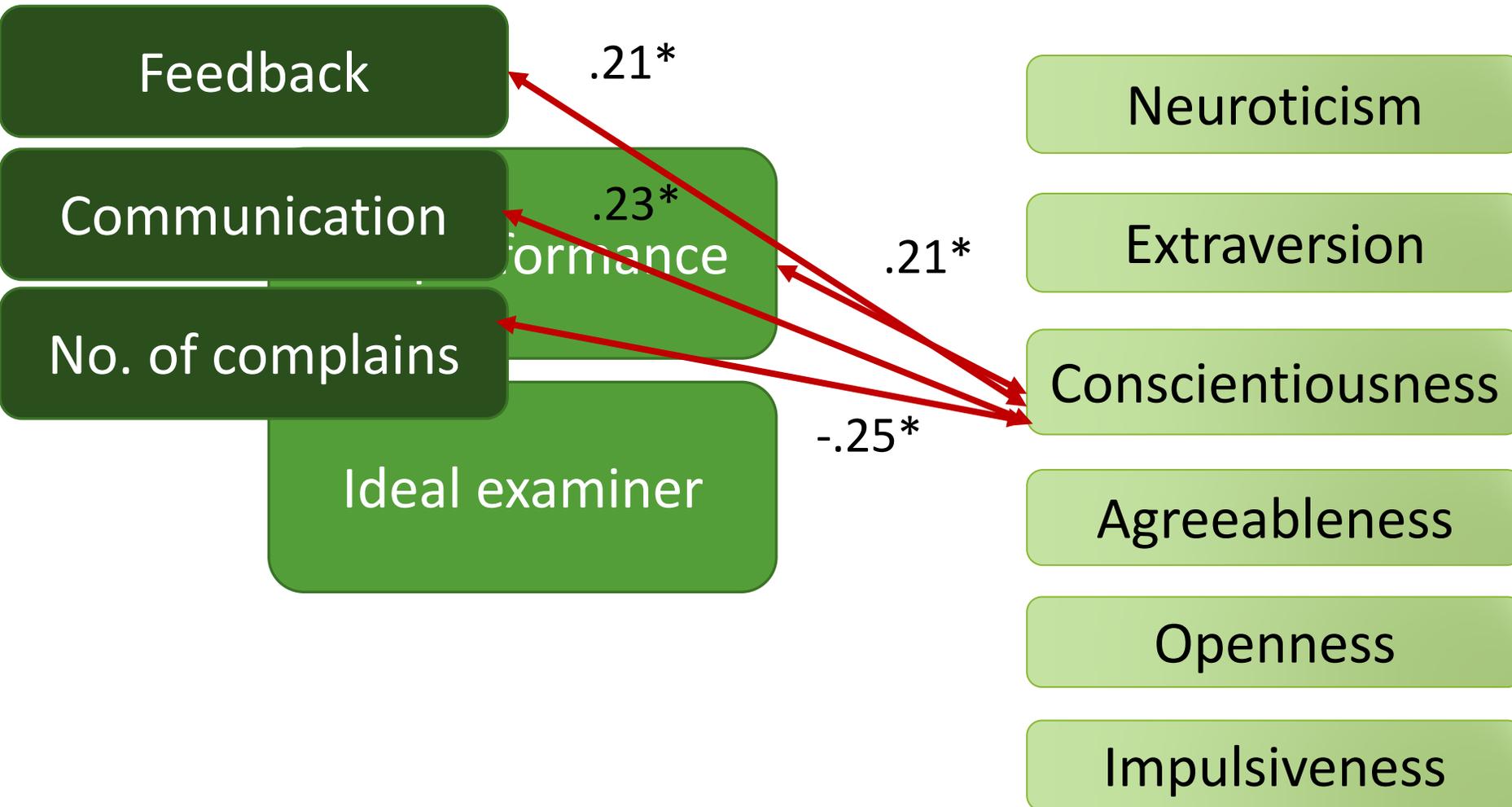
# RESULTS



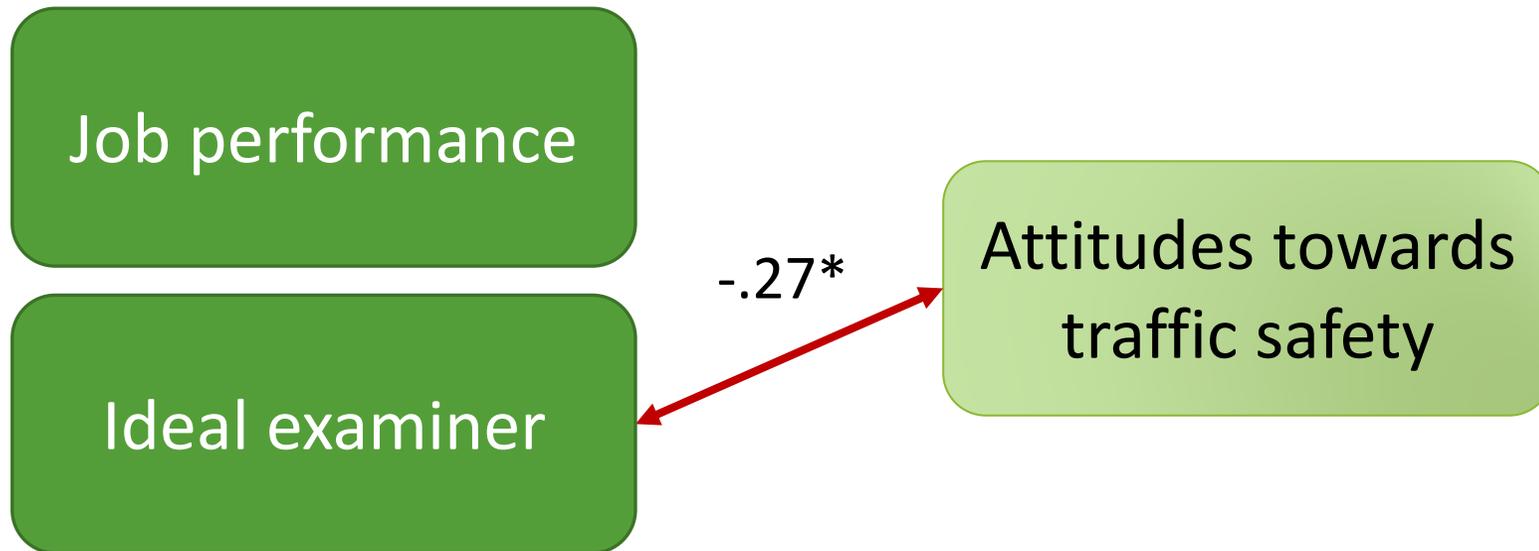
# OVERALL EVALUATION OF JOB PERFORMANCE



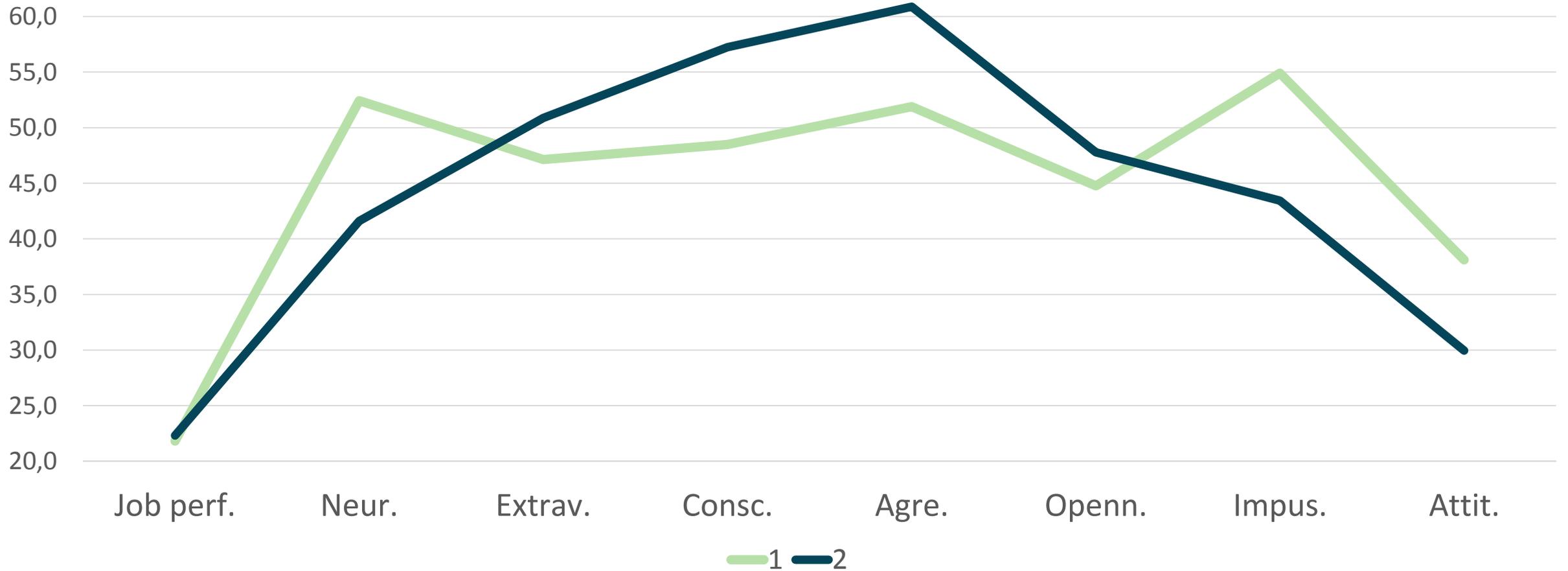
# RELATIONSHIPS AMONG TRAITS AND JOB PERFORMANCE OR COMPARISON WITH IDEAL EXAMINER



# RELATIONSHIPS AMONG ATTITUDES AND JOB PERFORMANCE OR COMPARISON WITH IDEAL EXAMINER



# TWO CLUSTERS BASED ON PERFORMANCE, TRAITS, AND ATTITUDES



# CONCLUSIONS

Replication of current data is necessary. More sensitive instrument of work effectiveness has to be created.

- Personality traits are related to work effectiveness of examiners.

- More specifically, conscientiousness could be treated as a trait that predicts work performance of examiners best.

Even though conscientiousness is perceived as a trait which could be easily recognized during the test, seems it still could be used as predictor of job performance.

# CONCLUSIONS (2)

We want people to become examiners who probably will fit in any other profession.

- According to managers' judgement those examiners perform better at work who have personality traits that lead to better adjustment to work.
- Attitudes towards risk behaviour are related to idiosyncratic risk preferences of managers, but not to actual work effectiveness.

Seems that demonstration of safety related attitudes while working is something what managers expect from examiners additionally to procedures they perform.

# IMPLICATIONS

- Personality traits might be taken into account during selection process.
- Attitudes towards risk behaviour should be discussed culture.

Personality traits are quite stable characteristics. No sense to believe they could be influenced during learning or typical socialization at work.

Attitudes might be changed rather easily. Activities aiming to strengthen examiners intolerance for risk taking on the road could be suggested.

# WHO ARE THE BEST DRIVING EXAMINERS: PERSONALITY AND RISK PERCEPTION

THANK YOU FOR ATTENTION  
QUESTIONS?  
COMMENTS ...

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