

Who are the best driving examiners: the personality and risk perception on the road?
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Definitely, the driver examiners add to the safety on the road as they assure that candidates with bad skills or improper attitudes towards traffic safety do not participate in the traffic. The job of driving examiner might be perceived as difficult, stressful, demanding high responsibility, and ethical behaviour. The examiner must perform an objective evaluation of examinee driving skills in a short period of time. Usually they have to deal with clients who are in a state of big stress; therefore examiner has to show the ability to support the examinee and to create an atmosphere to ensure exhibition of examinee's skills even in the stressful situation. Examiner has to stay calm for him/herself as driver-candidates might act hostile if they treat examiner's decision or examining procedure as unfair. Finally, examiner must demonstrate ethical behaviour to represent his/her enterprise, to hold the reputation of fair, equal for every examinee institution. Still, there is no clear answer who are those people who qualify best for this job.

Many countries in the Europe have specific requirements to the candidates to apply for position of driving examiner. Typically 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. So, authors of this paper suggest small amount of data how some psychological characteristics could describe the driving examiners whose work was evaluated best by their managers.

The aim of this presentation is empirically to evaluate the role of personality traits and risk perception on the road for the work effectiveness of driving examiners in Lithuania. To reach the aim the correlational research method was applied. The driving examiners were approached in all regions of Lithuania where driving licensing is proceeded. The total of 103 examiners participated in the study (all males, mean age 49.5 years, mean work experience as examiner 10.2 years). Examiners filled a self-reported questionnaire measuring personality traits and traffic risk perception. NEO PI R personality test was used to measure neuroticism, extraversion, conscientiousness, agreeableness, openness, (Costa, McCrae, 1992). Attitudes towards traffic safety were assessed by the scale of Iversen ir Rundmo (2004). 10 managers of examiners had routinely made the assessment of their work effectiveness in terms of communication, preparation for exam,

behaviour during exam, feedback about performance in the exam, filling of the exam protocol. Also managers were asked to evaluate how each examiner is close to their subjective perception of ideal examiner in the scale from 0 to 100. The information about official complaints from clients also was evaluated.

Results revealed that managers evaluated the work effectiveness of examiners very well. The overall evaluation of work effectiveness could possibly range from 0 to 25; the mean of the examiner group was above 22. The overall score of work effectiveness correlated positively with the scores of conscientiousness. Current personality trait also was related to the higher scores of communication and feedback delivery as indicators of work effectiveness and lower amount of received complaints. Higher scores of the scale of ideal examiner were related to less risky attitudes towards traffic safety. A cluster analysis was performed to look for different types of examiners based on work performance, personality traits and road risk perception. Analysis revealed two different clusters of examiners: one might be relatively named as better performers, who have higher scores of work effectiveness evaluation, higher scores of extraversion, conscientiousness, agreeableness, and openness, lower scores of impulsivity, neuroticism, safer attitudes to road behaviour. Another group of examiners could be referred to worse performers with lower scores of work effectiveness evaluation, lower scores of extraversion, conscientiousness, agreeableness, and openness, higher impulsivity, neuroticism, risky attitudes to road behaviour.

Based on the analysis of empirical data we could conclude that personality is related to work effectiveness of examiners. According to managers' judgement those examiners perform better at work who have personality traits that lead to better adjustment in general. More specifically, conscientiousness could be treated as a trait that predicts work performance of examiners best. Attitudes towards risk behaviour are related to ideal examiner perception of managers, but not to actual work effectiveness. During the presentation the necessity to assess personality and other psychological characteristics while recruiting examiners will be discussed.

About presenting author

Laura Šeibokaitė, PhD, serves as a associated professor in Department of Psychology, Vytautas Magnus University, Kaunas, Lithuania. In a field of traffic and transportation psychology she works as a researcher from 2007. The main focus of the research is personality of risky drivers, psychological correlates of risky driving of young drivers, prediction of driving style in driving learners, measurement of risky driving behavior. Since 2007 together with coauthors she published more than 15 scientific articles and one monograph.