ADAPT
Practice Test

Crew Resource Management - FO (Practice)

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Crew Resource Management:
Behavioural Preferences Profile

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Behavioural Preferences Profile:

The Behavioural Preferences Profile provides an overview of your results for four attributes that contribute to Crew resource Management (CRM), along with multiple sub-components that make up these four attributes: Cooperation, Leadership, Situational Awareness and Decision-making. The behavioural description presented at each end of each scale, describes the behaviour you are more likely to display if your results falls on that side of the scale; the closer your result to the end of the scale the more likely you are to perform this behaviour. The shaded points either side of you results represent how your score can fluctuate over time.

Cooperation:

Overall:

Prefers to work alone and focus on individual responsibilities; you are more likely to have difficulty working with others in a group environment.

Prefers to work in a team; you are more likely to encourage an open and supportive environment.
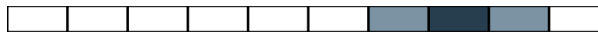
Team building and Maintaining:

May have difficulty working in a team; you may have a tendency to assert authority and create a hierarchy at times.

Strong preference to work in a team and encourage communication between crew members.

Considering Others:

May have difficulty considering other crew members and providing feedback.

Strong preference for considering others and acknowledging crew members.

Supporting Others:

You may prefer to focus solely on your own role, instead of offering assistance to other members of the crew when required. You may find it difficult to support the crew at times.

Strong preference to support the crew; you are likely to be proactive and accommodating in approach, but not impede others' work.

Conflict Solving:

Can have difficulty managing conflict, which may hinder working relationships between crew members.
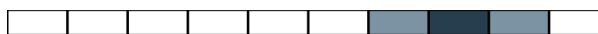
Strong preference for adopting a firm and fair approach to dealing with conflict.

Leadership:

Overall:

Strong preference to follow others instead of lead and manage the crew.

Strong preference to lead the crew from the front

Use of Authority and assertiveness:

You may prefer to either focus on your own responsibilities, or pass this on to other members of the crew; you are likely to create a hierarchy within the team, which could prevent consistent communication between crew members.

Confident to take on responsibility and implement processes; you are likely to adopt a proactive approach to ensure the crew are well informed.

Maintaining Standards:

Prefer to seek reassurance and follow guidance from others; you may find it difficult to speak-up and follow processes, which could have safety implications.

Strong preference to abide to procedures and encourage others to follow. Confident to make and stick to decisions, keeping the crew up to date with the realities of the situation.

Planning and Coordination:

You may have difficulty making plans with the crew, indicating a tendency to work individually or deal with situations as they arise.
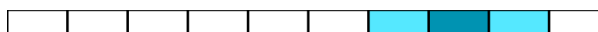
Strong preference to plan ahead and be prepared; you are likely to discuss options with the crew to avoid confusion and be efficient.

Workload Management:

Strong preference to work on individual responsibilities instead of sharing workload with the crew.
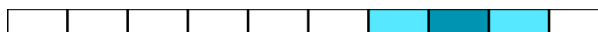
Strong preference to evenly distribute workload, which is likely to ensure all tasks are completed efficiently and prevent any one member from being overloaded.

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Situational Awareness:

Overall:

May have difficulty maintaining a good level of situational awareness, hindering your ability to keep yourself and the crew up to date.

Strong preference to construct and maintain a good level of situational awareness for yourself and the crew.

System Awareness:

Can find it difficult to investigate issues and use checklists, which may increase the chance of making the wrong decision.

Strong preference to be proactive, review the situation and follow the appropriate checklist.

External Environment:

Prefer to ask others for information; may have difficulty finding solutions or using the appropriate outside resources to support your awareness.

Strong preference to gain thorough information and be prepared for different eventualities. You are likely to consistently monitor and keep the crew up to date.

Anticipation/Time Awareness:

Prefer to manage the current situation, instead of looking ahead. Can find it difficult to share responsibilities, hindering the chance of responding to the situation in a timely manner.
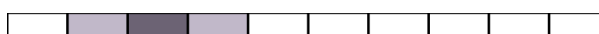
Strong preference to plan ahead and be prepared for future events; you are likely to monitor situations, predict future issues and discuss potential solutions with the crew on how best to overcome.

Decision Making:

Overall:

Prefer to focus on issues individually without consulting the crew. Can have a tendency to make quick decisions and follow others instead of confirming the details.

Strong preference for discussing options with the crew before making decisions. Has the confidence to speak up to challenge ideas and ask for help; you are likely to confirm details and ensure processes are followed.

Problem Diagnosis:

Prefer to pass on issues to others to investigate instead of helping to diagnose the problem; may have a tendency to not treat minor issues seriously.
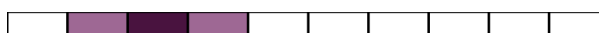
Strong preference for investigating the reason why a problem occurred; you are likely to be thorough in collecting information and working with others to help them understand.

Option Generation:

Can find it difficult to discuss options; you are likely to give responsibility to the crew to make the decision or make the choice quickly without first consulting colleagues.
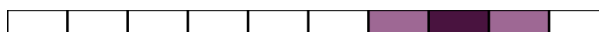
Strong preference for discussing options with crew to help make a decision.

Risk Assessment:

Prefer to work individually and not cause alarm; may find it difficult to discuss issues and ask for help from the crew. Tendency to follow advice from others instead of confirming information.

Strong preference to discuss issues with the crew and ask for help when required; confident to take responsibility to make decisions and speak up to clarify points.

Outcome Review:

Can have difficulty gaining an overview of the situation, which may impact the decisions made. May not always discuss options and instead make quick decisions.

Strong preference for gaining a complete overview of the situation; you are likely to discuss options with the crew to make a joint decision.

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Prioritisation

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Prioritisation:

The Prioritisation score relates to the order in which you suggested you would perform tasks. The ability to prioritise effectively can help you manage your workload and adapt to dynamic environments, preventing any individual member of the crew from becoming overloaded.

Prioritisation Score:

Strong preference to work in a predictable, fixed environment; you can follow routines and processes, however, you may have difficulty adapting, in order to manage challenging or dynamic situations, which may impact your ability to manage workload.

Strong preference for adopting a flexible approach; you should have the potential to prioritise tasks and adapt based on the current situation.

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