

DRIVING RESEARCH STUDY



Safer Hire Accurately Predicts Dangerous Driving Behaviors and Outcomes In Professional Drivers

1. INTRODUCTION

Aggressive, risky, and emotionally negative driving are major contributors to accidents, traffic violations, and near misses. Traditional measures—like driving experience or time on the road—do not reliably predict these behaviors. **This 2025 study, conducted by Claremont University, The University of Arizona, and Safer Hire, evaluated whether Safer Hire’s behavioral assessment could better predict dangerous driving in professional drivers.**

2. OBJECTIVE

This study aimed to:

- **Assess** how accurately Safer Hire predicts dangerous driving.
- **Compare** its effectiveness with traditional metrics and common personality models.
- **Estimate** the impact of Safer Hire on accident reduction and cost savings.

3. METHODOLOGY

We studied 347 professional drivers across transportation network companies, logistics, and last-mile delivery. Participants completed the Safer Hire assessment. Their driving behavior was monitored for:

- **Traffic tickets**
- **At-fault accidents**
- **Near misses**

We also recorded their years of experience and weekly driving hours. Results were compared to two widely accepted personality assessment models.

4. RESULTS

- **Safer Hire was 5x more predictive** than driver experience or hours driven.
- It consistently outperformed traditional measures—regardless of whether drivers had 10+ years of experience or drove 25+ hours weekly.
- Of reported dangerous driving incidents, Safer Hire could identify 1 in 5.
- Safer Hire also outperformed **two leading personality models**, despite their widespread use in behavioral screening. Safer Hire was more predictive and easier to use.

5. ANALYSIS

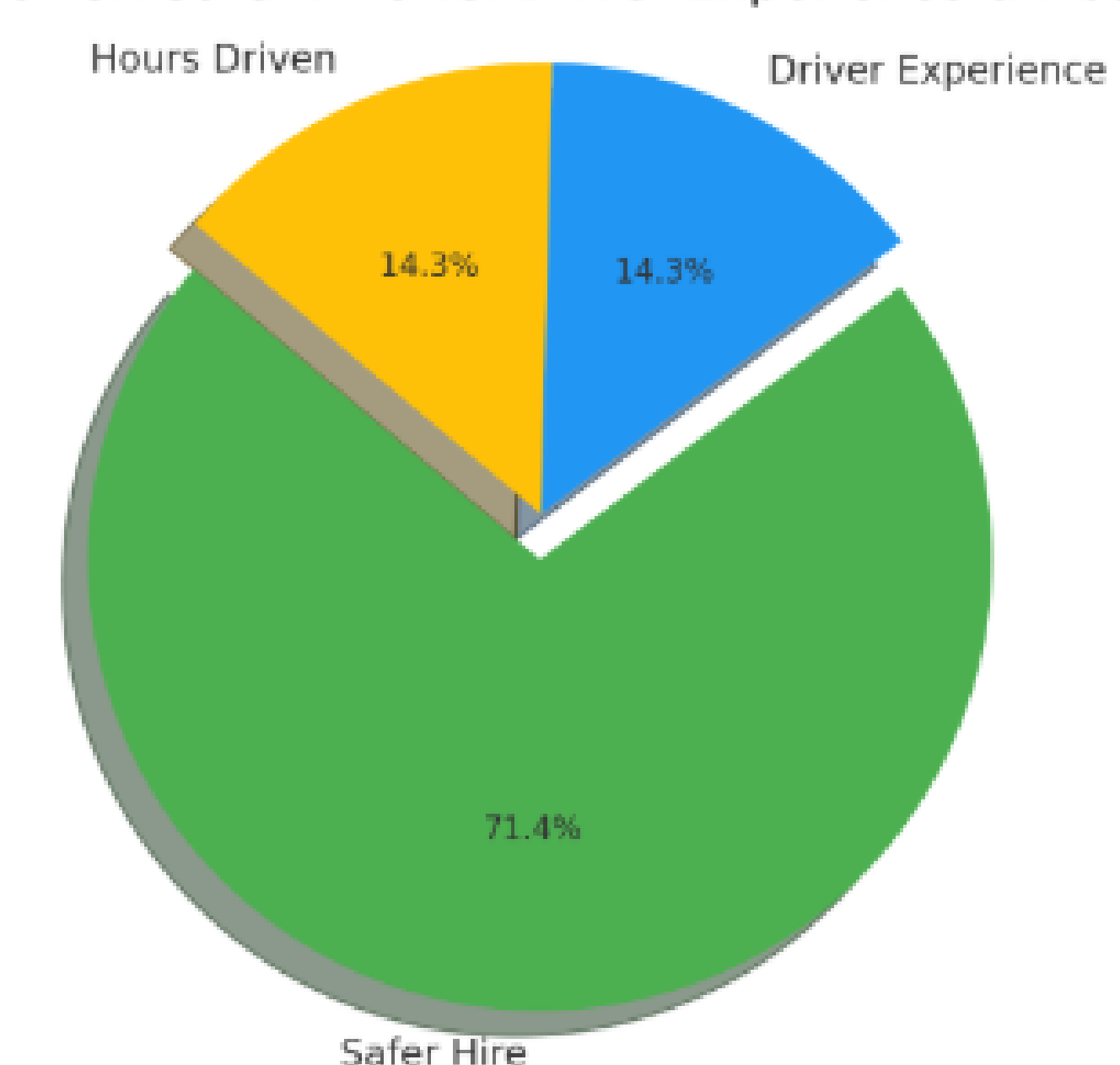
While experience and hours driven offer little insight into future risk, Safer Hire identifies core behavioral traits like “**aggression**” which often underlie unsafe and dangerous driving. Using this tool allows companies to filter out high-risk drivers BEFORE HIRING.

**Predictive Power Chart shows how much more predictive Safer Hire is vs. Hours Driven and Driver Experience*

Benefits of using Safer Hire include:

- **Fewer accidents and related costs**
- **Lower insurance and repair expenses**
- **Increased safety and compliance**

Predictive Power: Safer Hire vs. Driver Experience & Hours Driven



6. CONCLUSION

Safer Hire is a powerful tool for predicting dangerous driving behaviors, significantly outperforming traditional and personality-based models. With the potential to reduce accidents by **20%**, it offers a proactive, data-driven approach to safer hiring. Its use can lead to fewer incidents, lower costs, and safer roads.

Study Authors:

Stephen Gilliland, IO Psychology Professor and Faculty Chair - Claremont Graduate University

Jerel E. Slaughter, IO Professor of Management and Organizations - The University of Arizona

Raider Smith, MBA – Claremont Graduate University Presented at the Western Psychology Association conference in Las Vegas