

Safety Leadership Assessment (SLA)

The Challenge

Safety culture flows from the top of every organisation. How effective are your safety leaders?

Leaders play a key role in influencing safety culture and shaping employee attitudes and behaviours towards safety. Yet research shows that only 24% of leaders display strong safety leadership behaviours.¹ For organisations whose leaders fall into the remaining 76%, poor or average safety leadership performance can be detrimental to safety outcomes, resulting in:

- Misalignment of safety vision and expectations around safety decisions
- Reduced discretionary effort and compliance
- Reduced willingness to report incidents and hazards
- Increased or plateaued incident frequency and severity
- Worker disengagement with safety and limited two-way safety communication
- High levels of turnover, absenteeism or presenteeism.

What competencies are critical for effective safety leadership? And how can you determine where your leaders' areas of strength and opportunity lie?

1. Based on a study of 8,747 participants across agriculture, mining, industrial services, manufacturing, oil and gas, utilities, transport and aviation.

The Solution

Support your safety leaders' individual development needs with our SLA

Developed by expert research psychologists, the SLA measures the extent to which leaders demonstrate effective safety leadership. An online survey, the SLA takes approximately 30 minutes to complete.

The assessment can be used for:



1. **Individual leader development** via **self-report survey** to encourage self-awareness and reflection on individual leader styles and effectiveness.



2. **Diagnostic purposes** such as identifying performance trends across your leadership group to determine where to target training and development.

Eight dimensions of safety leadership are assessed by the SLA

- **Supporting:** Supporting through active monitoring of employee performance and compliance with safety standards.
- **Recognising:** Recognising and rewarding employees based on the achievement of high safety performance.
- **Actively caring:** Actively caring for the health, safety and general wellbeing of individuals within the team.
- **Collaborating:** Creating a shared ownership of safety by asking for ideas, concerns or suggestions, and encouraging everyone on the team to take personal responsibility for safety.
- **Vision:** Sharing a vision of the team's safety goals and the steps necessary to achieve them.
- **Inspiring:** Inspiring workers to achieve the safety vision through motivational and encouraging communications.



- **Role modelling:** Role modelling safety-compliant behaviours that set the benchmark for what is expected from workers.
- **Challenging:** Challenging workers to think about safety issues and scenarios in ways that they might not have considered before.

The Outcome

Informed and empowered safety leaders.

Safety leadership is a critical predictor of an organisation's safety culture maturity. Yet many leaders are unaware of the competencies that drive effective safety leadership, let alone how they perform in these areas. The SLA encourages leaders to develop self-awareness of their safety leadership style and identify both strengths and areas they would benefit from developing further. It also provides clarity regarding the focus areas for future leadership development initiatives, meaning you can maximise return on your investment, confident you are supporting your leaders to develop skills and behaviours that will support your safety journey towards safety citizenship. Organisations where leaders demonstrate effective safety leadership achieve increased:

- **willingness to report** incidents or near misses
- **organisational alignment**
- **discretionary effort** in relation to both safety and production
- **trust and engagement**
- **helpful** attitudes and behaviours
- **change** resilience
- **lead indicator** reporting
- **safety culture maturity**
- **wellbeing climate.**

Ready to empower your safety leaders?

Get in touch with one of our expert consultants today

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