

ZEROScale

The Challenge

Are your employees operating from helpful safety attitudes?

A worker who demonstrates positive safety attitudes is more likely to engage in positive safety behaviours and less likely to experience a workplace incident or injury. Unhelpful safety attitudes among workers leads to increased:

- risk of workplace incidents and injuries, including fatalities
- damage to plant and machinery
- injury severity.

Changing the safety attitudes of a workforce is a complex challenge, so where should an organisation start?

The Solution

The *ZEROScale* is an assessment of personal safety attitudes that aligns with the *ZIP: Taking Control of My Safety* program content. It measures specific thinking patterns that drive safety-related behaviours. An online survey, the *ZEROScale* can be completed in 20 minutes and individual reports are immediately available. Aggregate reporting is also available to identify trends in attitudes across your business.

The *ZEROScale* is designed to create self-awareness within individuals regarding their attitudes toward safety. In order for your organisation to achieve safety culture change, individuals need to be operating from helpful attitudes or frames. However, it can be challenging to shift the deeply entrenched attitudes of workers. The *ZEROScale* supports you by inviting participants to reflect on their current safety strengths and areas of opportunity. This increases the likelihood that participants will arrive at their *ZIP: Taking Control of My Safety* training program ready to have their thinking challenged and willing to consider that there might be a better way of operating.

Measuring a core set of attitudes that are linked to health and safety outcomes, the *ZEROScale* dimensions are embedded as training topics within the *ZIP: Taking Control of My Safety* training program. As a result, the *ZEROScale* helps participants identify specific areas in which they can apply the skills learned within the program back into the workplace.

ZEROScale Dimensions

Safety Locus of Control:	The extent to which a person takes personal responsibility, ownership and accountability for their safety.
Risk Awareness:	The ability to perceive and manage risk, follow policies and procedures, and use risk assessment tools to stay safe.
Operating Attitude:	A person's commitment to the safe operation of machinery and vehicles (management of speed, fatigue and alcohol use).
Attentional Regulation:	The degree to which a person can focus their conscious attention on a particular task, particularly in distracting or mundane situations.
Emotional Regulation:	Measures the capacity to regulate one's emotions in distressing situations.
CANI:	Measures a person's commitment to working effectively, efficiently and safely.
Self-Efficacy:	The perceived ability to perform a task successfully under challenging conditions.
Active Care:	A person's level of active concern for the safety of others.

The Outcome

Shifting worker attitudes toward safety is a complex and challenging task. The *ZEROScale* makes it easier for organisations by prompting participants to reflect on their helpful and unhelpful attitudes towards safety prior to attending the *ZIP: Taking Control of My Safety* program. Pairing the *ZEROScale* with *ZIP* training programs means your workforce will be more likely to apply skills learned in training back into the workplace. The *ZEROScale* assessment:

- increases workers' awareness of their personal attitudes and how these influence their behaviour
- encourages workers to make positive changes to their safety behaviour
- assists organisations to maximise their investment in *ZIP*
- enables organisations to identify trends in thinking patterns and safety performance across the business.



Ready to empower your workforce?

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our expert consultants today

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