

Insight-led.
Interactive.
Outcome-driven.

Reward & Recognition in Safety

How conscious are your leaders of the safety behaviours they actually reward? According to a recent study of 8,212 participants across heavy industry, 89% of workers report that their leader struggles to display effective recognition for strong safety performance. In fact, only 1 in 10 workers hold positive perceptions of their leader's recognising ability. Ineffective recognition can have unintentional consequences and drive unhelpful safety behaviours that put workers at increased risk. So, what does effective recognition look like and how can leaders leverage intrinsic motivation to create long-term, positive safety culture change?

8,747
surveys
completed

8,212
upwards
perceptions
of safety
leadership

535
self-perceptions
of safety
leadership

9
industries

5
locations

**ONLY 1 IN 4 LEADERS
DEMONSTRATE STRONG
SAFETY LEADERSHIP**



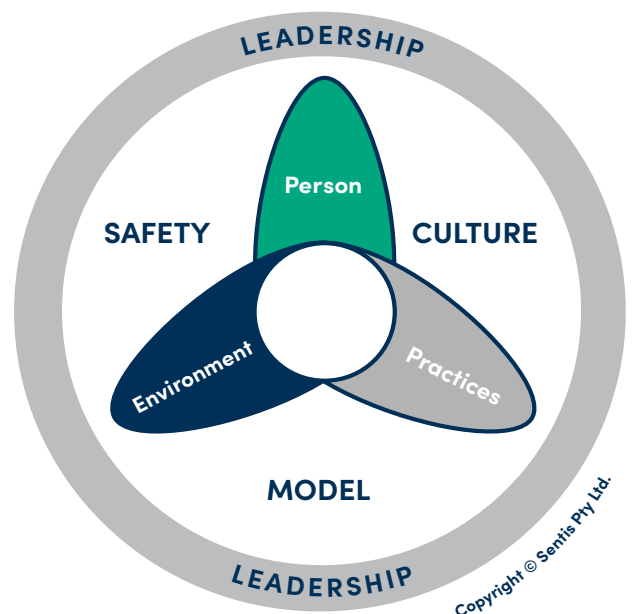
The State of Safety Leadership Reward & Recognition in Safety

The Role of Leadership in Safety Culture

Leadership impacts every facet of an organisation's safety culture including attitudes and behaviours of team members, how team members interact with procedures and safety rules, as well as the physical work environment. Leaders set the tone of the culture and influence where teams focus their time and energy.

Effective safety leadership not only results in increased discretionary effort, but also improved employee productivity, quality and engagement. Helping leaders understand their safety leadership ability enables them to capitalise on their strengths and develop their areas of opportunity.

Organisations who realise this, invest in their leaders and reap the benefits.





BUILDING RECOGNISING ABILITY

Only 1 in 10 leaders display **strong** recognising ability and reinforce positive safety performance on a regular basis.



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MY LEADERSHIP REFLECTION

STRENGTHS

OPPORTUNITIES

Effective Safety Leadership

Eight critical behaviours define effective safety leadership performance. Scientifically-validated, the Sentis Safety Leadership Model below details these eight competencies:



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- **Supporting** team members through active monitoring of team members' performance and compliance with safety standards.
- **Recognising** and rewarding team members based on the achievement of high safety performance.
- **Actively Caring** for the health, safety and general wellbeing of individuals within the team.
- **Collaborating** with the team on safety issues and decisions through a consultative process.
- Sharing a **Vision** of the team's safety goals and communicating the 'roadmap' to achieve them.
- **Inspiring** the team towards their vision with motivational and encouraging communications.
- **Role Modelling** of safety-compliant behaviours, thereby setting the benchmark that is expected.
- **Challenging** people to think about safety challenges and scenarios in ways that they might not have considered before.



“Be aware of what others are doing, applaud their efforts, acknowledge their successes, and encourage them in their pursuits. When we all help one another, everybody wins.”

Jim Stovall



