

SAFETY CULTURE SELF-REFLECTION SCORE SHEET

Instructions: Review the statements below and select the one that you think best describes employees' overall perspectives on the current state of safety within your organisation. When you have completed all seven questions, use the scoring chart to assess your results.

Hazard awareness is...					SCORE
[1] limited, due to lack of knowledge or indifference	[2] sufficient, with controls put in place only when management is looking	[3] generally high, with controls put in place regardless of management presence	[4] high, with teams supporting one another to assess and control	[5] very high, with information shared broadly across the company	<input type="text"/>
Safety procedures are...					SCORE
[1] seen as a way for the company to avoid blame for incidents	[2] seen as a 'tick and flick' exercise	[3] seen as a useful tool in keeping people safe	[4] valued and commonly discussed amongst teams	[5] valued and reviewed based on worker feedback	<input type="text"/>
Safety training is...					SCORE
[1] generally seen as a waste of time	[2] attended when mandated by management	[3] willingly attended by workers	[4] discussed by teams in an effort to apply skills and concepts at work	[5] a valued activity for employee development and organisational improvement	<input type="text"/>
Workers take responsibility for safety...					SCORE
[1] rarely; typically, workers shift responsibility to the safety department or others	[2] when it is mandated by company procedures and management is looking	[3] even when management is not around	[4] and take on extra responsibilities to benefit their team	[5] by going above and beyond to drive safety initiatives	<input type="text"/>
Incidents and errors are...					SCORE
[1] covered up due to fear	[2] reported if they cannot be ignored	[3] reported to improve workplace safety	[4] discussed by workers to share learnings as a team	[5] communicated broadly by the business to share lessons learned	<input type="text"/>
Managers spend time on site...					SCORE
[1] rarely; they see no value in spending time with workers	[2] only if they are required to as part of a mandatory safety observation process	[3] occasionally; to support workplace safety through formal observation processes	[4] regularly, to demonstrate care and commitment to workers	[5] regularly, to demonstrate care, build trust and contribute to organisational improvement	<input type="text"/>
During times of high workload, supervisors...					SCORE
[1] may direct workers to violate safety procedures to meet targets	[2] will turn a blind eye to safety violations	[3] may inadvertently reduce their focus on safety	[4] demonstrate an equal balance on safety and production	[5] have adequate resources to do the job both safety and on time, due to prior forecasting and planning	<input type="text"/>

TOTAL

SCORING

For each response selected, place the corresponding number in the score box for that row.

Hazard awareness is...					SCORE
[1] limited, due to lack of knowledge or indifference	[2] sufficient, with controls put in place only when management is looking	[3] generally high, with controls put in place regardless of management presence	[4] high, with teams supporting one another to assess and control	[5] very high, with information shared broadly across the company	2

Add together the numbers in the score column to determine your result.

If you scored 7-14

Your responses indicate that your organisation may be displaying characteristics of a negative safety culture. Employees may either actively disregard safety rules and procedures or comply only when supervised. You may observe negative or dismissive attitudes towards safety, a tick and flick approach to policy and procedure, and increased unsafe behaviours during periods of high pressure. You are also likely to experience high levels of underreporting and attitudes and behaviours that represent significant risk to your organisation and the safety of your people.

If you scored 15-21

Your responses indicate that your organisation may be displaying progress towards a positive safety culture, but safe attitudes and behaviours are either inconsistent or only displayed at a basic compliance level—i.e. while workers may make safe choices for their own benefit, they will not apply discretionary effort to further benefit their team or wider organisation. You are also likely to experience moderate levels of underreporting. Continuous improvement in the safety space is likely to be limited unless a positive safety culture is achieved.

If you scored 22-35

Your responses indicate that your organisation may be displaying characteristics of a positive safety culture. Workers are likely to display discretionary effort to ensure the safety of not only themselves, but their team members as well. These attitudes and behaviours may also extend to the broader organisation. You are likely to see individuals suggesting ways to improve safety and an increased focus on learning from errors and mistakes in an effort to avoid recurrence in the future.



If you'd like to learn more about what makes a safety culture positive or negative, you can download a complimentary copy of our recent report [*Driving a Positive Safety Culture*](#). A comprehensive study that explores responses from more than 21,711 workers across industry, the report includes more than 60 individual recommendations for leaders, as well as a practical step-by-step roadmap for setting up a cultural transformation project for success.