

Worksheet: Ansbro Safety Culture Spectrum Questions

Circle **one answer/letter** in each category that **best** describes your lab. Trust your first instinct!

1. Which of these is the most common practice in your lab regarding hazards?

- A. Lab members are expected to fix the hazards as they work or avoid them. They are expected to report the hazard when time allows.
- B. Hazards are assessed on a regular basis with focus on preplanning. A formal reporting process is in place and employee input is sought for possible controls.
- C. A process for reporting hazards exists but there is little to no training on the reporting process or responsibilities. Hazards are most often examined after an accident occurs.
- D. We have a formalized hazard identification process where employees report all perceived exposures and provide input on procedures, processes and/or equipment. Leadership incentivizes employees to identify and report injury exposures and provide best practices for improvement.
- E. I don't know.

2. When accidents happen in our lab:

- A. We rely on the supervisor and EHS to fill out the correct paperwork- Workplace Injury Report, OSHA documentation, etc.
- B. Individuals immediately report accidents to their supervisor. The review process involves the individual and supervisor working on implementing solutions to prevent future events from happening.
- C. All hazards, near misses, incidents and accidents are reported immediately to a direct supervisor. The review process focuses on system failures and developing learning opportunities to fix these failures not on the individual employee.
- D. We do not have a formalized system in place. The individual is supposed to report the accident to the designated person and fill out paperwork.
- E. I don't know.

3. Which best represents training within your lab?

- A. Our safety training includes new lab member orientation and referring individuals to EHS trainings.
- B. Safety training includes new lab member orientation, referring individuals to EHS trainings, and lab-specific job hazard training.
- C. After completing only required training, lab members can attend additional classes, webinars, etc to expand safety knowledge and train other lab members.
- D. Safety training is provided by supervisors as needed for the job.
- E. I'm not sure.

4. What best describes your safety programs and policies?

- A. They are formal and written. A review is conducted on a regular basis by the lab team to assure they fit actual work being done.
- B. We have some written programs but there is no scheduled review to determine effectiveness.
- C. Programs such as lab safety manual, chemical hygiene plan, and emergency action plan are customized and specific to our lab. These are not reviewed on a regular basis.
- D. They are reviewed at least annually by the entire lab team. They are reviewed by EHS to assure practicality and compliance.
- E. I don't know.

5. How is Personal Protective Equipment (PPE) viewed in your lab?

- A. Hazards are reviewed with EHS to determine if they can be eliminated or reduced by engineering or administrative controls. When this is not possible PPE is used. PPE purchases are budgeted for.
- B. We provide the necessary PPE when it is required by OSHA/EHS and there is an expectation it is to be worn.
- C. PPE assessments are completed and once an exposure is identified PPE options are provided to employees for them to choose from. Safety items are included in every budget.
- D. It is rarely required but available to those might want to use.
- E. I don't know.

6. How is safety and health demonstrated within your lab?

- A. By defining specific processes and procedures that are expected to be followed. Disciplinary policy in place to assist in the accountability aspect of safety. Lab members are expected to be safe or face possible consequences.
- B. Through the use of posters and other visuals along with a reliance on experience and good judgement.
- C. It is a value that works in unison with productivity, quality, and efficiency to achieve the best possible result. It is not dependent on specific circumstances.
- D. It is a priority and part of our lab culture. Though not always in balance with productivity, quality, and efficiency, it's both the PI's and lab members' understanding that being safe is an expectation.
- E. I'm not sure.

Transfer circled answers to corresponding letters for each question in scoring key and calculate total.

Question 1	A)5	B)15	C)10	D)20	E)0
Question 2	A)10	B)15	C)20	D)5	E)0
Question 3	A)15	B)20	C)10	D)5	E)0
Question 4	A)15	B)5	C)10	D)20	E)0
Question 5	A)20	B)10	C)15	D)5	E)0
Question 6	A)10	B)5	C)20	D)15	E)0
Total					

How Did You Do??

Score Ranges: 0-50 Reactive

55-65 Compliant 

70-100 Managed 

105-120 Comprehensive 