

# Ansbro Safety Culture Spectrum

Where are you now? Where would you like to go? We'll help you get there.

	Reactive	Compliant	Managed	Comprehensive
	Informal program	Focus on OSHA rules	Leadership driven	Ownership at every level
<b>Leadership</b>	<p><b>Desires</b> to stay out of trouble</p> <p><b>Lacks</b> a formal approach to safety</p> <p><b>Thinks</b> <i>common sense</i> is a safety principle</p>	<p><b>Follows</b> OSHA rules as foundation for safety program</p> <p><b>Defines</b> success as avoiding OSHA fines and keeping insurance costs down</p> <p><b>Uses</b> number of injuries as the basis for incentives</p> <p><b>Expects</b> safety modeling only from those responsible for safety</p>	<p><b>Promotes</b> injury prevention and health improvement through changes to management systems</p> <p><b>Uses</b> safety as a measurement in performance reviews</p> <p><b>Observes</b> behavior and tracks results</p> <p><b>Identifies</b> trends using historical information</p> <p><b>Expects</b> safe and healthy behaviors, starting with management</p>	<p><b>Upholds</b> mutual respect, trust, and open communication</p> <p><b>Values</b> safety as a deeply ingrained habit</p> <p><b>Leads</b> a self-sufficient and sustainable organization</p> <p><b>Measures</b> activities that lead to positive results</p> <p><b>Challenges</b> employees to improve safety</p> <p><b>Shares</b> responsibility</p> <p><b>Considers</b> employee impact when making operational decisions</p> <p><b>Sustains</b> safe behavior at all levels</p>
<b>Accountability</b>	<p><b>Holds</b> employees accountable for not using <i>common sense</i> (instead of best practices)</p> <p><b>Disciplines</b> employees most often after an incident or accident</p>	<p><b>Sees</b> OSHA and workers' compensation as negative</p> <p><b>Disciplines</b> by policing and as a way to ensure compliance</p> <p><b>Designs</b> incentives in a way that might discourage injury reporting</p>	<p><b>Gives</b> supervisors clear responsibility for safety</p> <p><b>Holds</b> employees accountable to defined responsibilities and procedures</p> <p><b>Incorporates</b> safety expectations into annual performance reviews</p> <p><b>Bases</b> incentives on improving results such as incident rate or lack of claims</p>	<p><b>Rewards and recognizes</b> positive behaviors, not results</p> <p><b>Balances</b> discipline with coaching for learning and improvement</p> <p><b>Promotes</b> peer-to-peer coaching and observation in individuals and teams</p>
<b>Employee involvement</b>	<p><b>Sets</b> no expectations for employee behavior</p>	<p><b>Expects</b> employees to follow OSHA regulations</p>	<p><b>Believes</b> safety and health improvement are important to the company and should be valued by all employees</p> <p><b>Responds</b> to employee concerns</p> <p><b>Seeks</b> employee input and involvement</p>	<p><b>Engages</b> in open communication; demonstrates mutual trust and respect at all levels</p> <p><b>Takes</b> an active role in workplace improvement</p> <p><b>Empowers</b> employees at all levels to communicate concerns</p> <p><b>Measures</b> employee perceptions</p> <p><b>Leverages</b> employee strengths</p>
<b>Risk assessment</b>	<p><b>Believes</b> that outcomes are often beyond control; systems fail</p> <p><b>Assesses</b> hazards only after an incident</p> <p><b>Disregards</b> industrial hygiene exposures</p>	<p><b>Investigates</b> accidents superficially</p> <p><b>Assesses</b> risk (job hazard analysis, for example) to a small degree</p> <p><b>Applies</b> OSHA limits to industrial hygiene exposures</p>	<p><b>Investigates</b> the root cause of incidents and accidents</p> <p><b>Assesses</b> hazards and controls during preplanning and on a regular basis</p> <p><b>Uses</b> health-based limits to protect employees from industrial hygiene exposures</p> <p><b>Evaluates</b> ergonomics on a systematic level</p>	<p><b>Improves</b> systems continually</p> <p><b>Identifies</b> emerging or unrecognized hazards and takes action</p>
<b>Programs, procedures, policies, and training</b>	<p><b>Relies</b> on worker experience without verification of skills and knowledge</p> <p><b>Emphasizes</b> informal on-the-job training</p> <p><b>Focuses</b> on production at the expense of safety</p>	<p><b>Considers</b> implementation of OSHA-mandated programs adequate</p> <p><b>Trains</b> as required by OSHA, often through videos</p> <p><b>Uses</b> OSHA-required template as generic written program</p> <p><b>Assigns</b> one person or a committee to be responsible for safety</p>	<p><b>Integrates</b> safety and improved well-being into entire culture</p> <p><b>Implements</b> and maintains programs that effectively address systems improvement</p> <p><b>Develops</b> training based on job hazards</p> <p><b>Emphasizes</b> new employee training and ongoing coaching</p> <p><b>Applies</b> written policies at all levels</p>	<p><b>Fosters</b> risk-taking and innovation in problem-solving</p> <p><b>Creates</b> opportunities for learning at all levels</p> <p><b>Shares</b> responsibility and collaborates at all levels</p> <p><b>Transforms</b> itself as improved practices are discovered</p>
<b>Equipment, budget, and environment</b>	<p><b>Demonstrates</b> indifference to safety; may have a poster</p> <p><b>Considers</b> hazards, injuries, and unsafe processes as the cost of doing business</p> <p><b>Uses</b> outdated equipment</p> <p><b>Neglects</b> safety and health in budget</p>	<p><b>Uses</b> personal protective equipment as the key safety measure</p> <p><b>Provides</b> safeguards based on OSHA-compliance</p> <p><b>Responds</b> after the fact rather than thinking proactively</p> <p><b>Funds</b> industrial hygiene and safety fixes for compliance only</p>	<p><b>Uses</b> engineering controls and equipment to manage hazards</p> <p><b>Builds</b> safety procedures into every process</p> <p><b>Includes</b> safety items in every budget</p>	<p><b>Considers</b> employee safety and health in budget and purchasing decisions</p> <p><b>Plans</b> safety and well-being into every process, including ergonomics</p> <p><b>Continually</b> updates equipment, environment, and materials to the most current technology</p>

# Safety Culture Spectrum worksheet

Please provide examples of what you are currently doing well, and opportunities for improvement.

	Doing well	Room for improvement
Leadership		
Accountability		
Employee involvement		
Risk assessment		
Programs, procedures, policies, and training		
Equipment, budget, and environment		