saif
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Understanding your safety culture

Culture is the invisible force that shapes our behavior. In the workplace, culture often reflects the attitudes, beliefs, and values that people share within an organization, including how safety is managed.

At SAIF, we've developed a tool that can help you understand your organization's current safety culture and learn how to take safety and health to the next level. We call it the **Ansbro Safety Culture Spectrum**.

The **Ansbro Safety Culture Spectrum** can assess your safety culture in six critical areas:

- Leadership and competing demands
- Accountability
- Employee involvement and communication
- Risk assessment
- Programs, procedures, policies, and training
- Equipment, environment, and budget

Resources

SAIF has several resources and tools to help you improve your safety culture. Find them at **saif.com/bealeader**.

Building a strong safety culture can benefit your organization by:

- Creating a more desirable workplace to attract and retain employees
- Improving morale and productivity
- Increasing leadership skills
- Engaging your workforce
- Decreasing on-the-job injuries

Ready to learn more?

Your SAIF safety consultant can introduce you to the **Ansbro Safety Culture Spectrum** and share resources to help you build more effective safety programs. Contact us at **877.242.5211** or **503.673.5311**, or email **safetyservices@saif.com**.
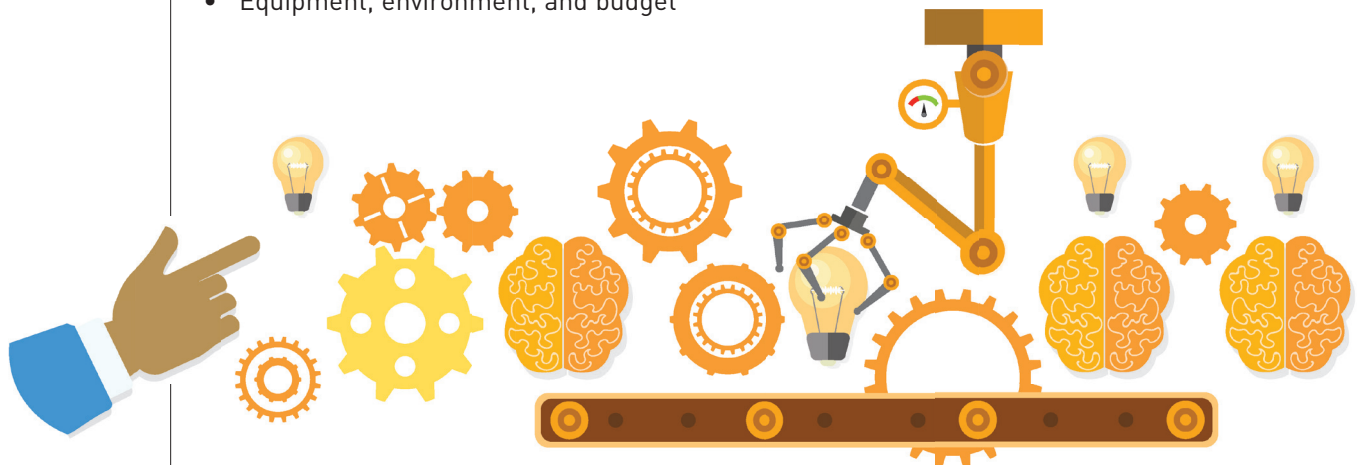
Ansbro Safety Culture Spectrum

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

	Reactive	Compliant	Managed	Comprehensive
	Informal, no action or minimal effort	**Focuses on OSHA compliance**	**Efforts driven by management**	**Efforts supported by everyone**
Leadership and competing demands	**Desires** to stay out of trouble **Lacks** a formal approach to safety **Thinks** *common sense* is a safety principle **Focuses** on production at the expense of safety **Accepts** some injuries as normal and expected	**Expects** safety role modeling only from those responsible for safety **Follows** OSHA rules as foundation for safety program **Defines** success as avoiding OSHA fines and keeping insurance costs down **Uses** injury count or lost time days for incentives **Maintains** compliant safety practices when there are high production demands to satisfy customers needs	**Expects** safe and healthy behaviors, starting with management role modeling **Promotes** safety and health improvement through management systems to exceed OSHA standards **Includes** safety as a measurement in performance reviews **Believes** learning and improving is vital **Identifies** trends using historical information **Considers** employee safety and well-being for scheduling, designing workflow, and the physical working environment	**Upholds** mutual respect, trust, and open communication **Leads** a self-sufficient and sustainable organization **Measures** activities that support safety and health **Supports** health improvements for injury prevention **Considers** employee impact and contributions when making operational decisions **Promotes** learning teams to engage employees **Values** safety and well-being as a deeply ingrained habit at all levels above competing demands
Accountability	**Holds** employees accountable for not using *common sense* instead of teaching best practices **Blames** employees most often after an incident or accident **Considers** hazards, injuries, and unsafe processes as the cost of doing business **Omits** safety in performance reviews	**Sees** OSHA and workers' compensation as negative **Disciplines** by policing and as a way to ensure compliance **Designs** incentives in a way that might discourage injury reporting **Believes** employees know what to do without reminders or clear instruction	**Gives** supervisors clear understanding and responsibility for their team's safety **Holds** employees accountable to defined responsibilities and procedures **Incorporates** safety expectations into performance reviews **Bases** incentives on leading indicators, safety committees, required OSHA training and compliance	**Rewards** and recognizes employee ideas **Establishes** accountability at all levels **Values** coaching for learning and improvement **Promotes** peer-to-peer coaching and observation in individuals and teams **Bases** incentives on successful trainings, injury prevention, and positive safety behaviors
Employee involvement and communication	**Sets** little to no (minimal) expectations for employee behavior **Uses** one-way communication with employees **Lacks** a safety committee	**Expects** employees to follow OSHA regulations **Accepts** minimal communication, participation, and reporting from employees to maintain compliance **Minimal** engagement in the safety committee	**Believes** safety and health improvements are important to the company and should be valued by all employees **Responds** to employee concerns and ideas consistently **Seeks** employee input and involvement frequently **Uses** safety observations as a learning tool **Fosters** quality communication systems between managers and employees at all levels	**Engages** in open communication; demonstrates mutual trust and respect at all levels **Empowers** all employees to communicate concerns **Participates** in learning teams for continual improvement **Measures** employee perceptions to make improvements **Leverages** employee strengths to solve problems and improve safety and health systems
Risk assessment	**Believes** accidents just happen **Assesses** hazards only after a serious accident or incident **Disregards** safety and/or industrial hygiene exposures **Lacks** knowledge of responsive or preventative actions to improve known safety hazards	**Investigates** accidents superficially and with minimal follow through **Assesses** hazards and accidents inconsistently **Uses** OSHA limits to protect employees from industrial hygiene exposures **Complies** with minimum OSHA requirements for updating safety analysis, assessment, and evaluation systems	**Analyzes** root cause of incidents/accidents effectively **Assesses** hazards and controls during preplanning and on a regular basis **Uses** health-based limits, versus OSHA compliance to protect employees from industrial hygiene exposures **Updates** and improves hazard assessments regularly	**Improves** hazard and risk assessment systems continually **Identifies** emerging or unrecognized hazards and takes action consistently **Evaluates** ergonomics on a systemic level **Performs** risk analysis on all projects and communicates results to everyone
Programs, procedures, policies, and training	**Relies** on worker experience without verification of skills and knowledge **Emphasizes** informal on-the-job training and often doesn't track progress or completion **Focuses** on production at the expense of safety **Reacts** to serious incidents with minimal safety improvements	**Considers** implementation of OSHA-mandated programs adequate **Trains** as required by OSHA, often through videos with limited follow-up, hands-on learning, or quizzes **Uses** OSHA-required template as generic written program **Relies** on one person or a safety committee to be responsible for safety	**Integrates** safety and well-being into the workplace and exceeds OSHA standards **Emphasizes** updated, timely, and effective employee training, ongoing coaching, and associated record keeping **Applies** written policies and maintains programs that effectively address system improvements at all levels **Develops** training based on job hazards	**Fosters** open communication and innovation in problem-solving **Promotes** opportunities for learning at all levels with a focus on high quality training and personal development **Shares** responsibility and collaborates at all levels **Embraces** continuous improvement processes
Equipment, environment, and budget	**Lacks** safety knowledge; relies on posters to deliver safety messages **Uses** outdated equipment and minimal personal protective equipment (PPE) as key safety protection **Aims** to improve safety of physical environment only after an incident has occurred **Uses** outdated equipment and materials **Neglects** safety and health in budget	**Uses** PPE as the key safety measure **Provides** safeguards based on OSHA-compliance **Implements** minimal OSHA requirements rather than thinking proactively **Funds** industrial hygiene and safety programs to meet compliance requirements **Applies** required maintenance and updates to equipment and material	**Manages** hazards by performing regular risk assessments and maintaining equipment **Builds** a proactive and safe environment into almost every process that exceeds OSHA requirements **Includes** line items for safety and health, development of programs, procedures, policies, and training, and equipment maintenance and updates in budget	**Emphasizes** and plans employee safety, health and well-being into every process; budget, purchasing, ergonomics, and the physical environment. **Continually** updates and invests in equipment, environment, and materials to the most current technology **Values** superior and inclusive training, and program development