

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	<p>Desires to stay out of trouble Lacks a formal approach to safety Thinks <i>common sense</i> is a safety principle Focuses on production at the expense of safety Accepts some injuries as normal and expected</p>	<p>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</p>	<p>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</p>	<p>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</p>
Accountability	<p>Holds employees accountable for not using <i>common sense</i> 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</p>	<p>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</p>	<p>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</p>	<p>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</p>
Employee involvement and communication	<p>Sets little to no (minimal) expectations for employee behavior Uses one-way communication with employees Lacks a safety committee</p>	<p>Expects employees to follow OSHA regulations Accepts minimal communication, participation, and reporting from employees to maintain compliance Minimal engagement in the safety committee</p>	<p>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</p>	<p>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</p>
Risk assessment	<p>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</p>	<p>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</p>	<p>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</p>	<p>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</p>
Programs, procedures, policies, and training	<p>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</p>	<p>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</p>	<p>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</p>	<p>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</p>
Equipment, environment, and budget	<p>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</p>	<p>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</p>	<p>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</p>	<p>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</p>