

# Safety Climate: Boost safety performance and reduce workplace incidents with organizational data

Workplace accidents happen. So do injuries and illnesses. But organizations with a strong safety climate have a lower rate of these occurrences than those without.

Studies have shown that a strong safety climate can improve the overall safety performance within an organization. That translates into fewer sick days, fewer workers' compensation claims, fewer lawsuits, lower insurance premiums—and happier, healthier employees.

## SAFETY PERCEPTIONS AFFECT SAFETY OUTCOMES

The implementation of safety policies, practices and training is an important first step in preventing occurrences in the workplace. But it is only a first step, as these methods do not automatically produce a strong safety climate.

Safety climate is a matter of perception: how employees perceive the importance of safety policies, procedures and practices within your organization and the extent to which safe behavior is supported and rewarded by leadership.

Employees who believe their work environment is safe have fewer incidents than those who believe their workplace is dangerous. In fact, the stress and anxiety caused by perceived hazards in the workplace have been shown to be a strong contributing factor in increased accident rates.

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## ENGINEER A STRONG SAFETY CLIMATE

At CultureFactors, our goal is to drive the behaviors that reinforce positive employee perceptions of safety. While most climate and safety culture surveys focus solely on surface issues, such as equipment provided, hazard reaction time and rule adherence, we take it one step further.

Our organizational safety climate survey not only uncovers your employees' perceptions of safety, but it also identifies the barriers to creating a safety climate at your organization—allowing us to help you establish an action plan to overcome them.

We know leadership plays an important role in safety. As such, we also assess your leadership's ability to empower and sustain a positive safety climate within your organization.

Below is how we build the framework for a strategic safety climate.



#### **Organizational discovery and customization**

Our performance model focuses on understanding the tactical objectives of your organization as well as its future strategic needs.

We interview your organization's executives and stakeholders to define business outcomes and metrics. We then use those inputs to narrow down our deep pool of safety climate questions and design specific scenario-based inquires and open-ended questions to help survey takers anticipate situational responses.



#### **Assessment distribution and data collection**

We work with you to define your organizational structure and identify survey participants. We then administer the surveys and collect data through online, mobile and paper formats—whichever make the process easier for your organization and employees.



#### **Reporting and analysis**

Once gathered, the survey data is compared to your organization's historical safety record data in order to identify areas of alignment and disagreement. Your results are then mapped back to organizational competencies to identify the gaps between where you are today and where you need to be.

This intuitive insight is architected into an executive presentation and an action plan for leaders at all levels of your company—allowing your organization to realize meaningful change.

**Ready to transform, grow and engineer your culture?  
See how we can help you build a strategic safety climate.**

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