



# Measuring Safety Culture / Climate



# Measure what?

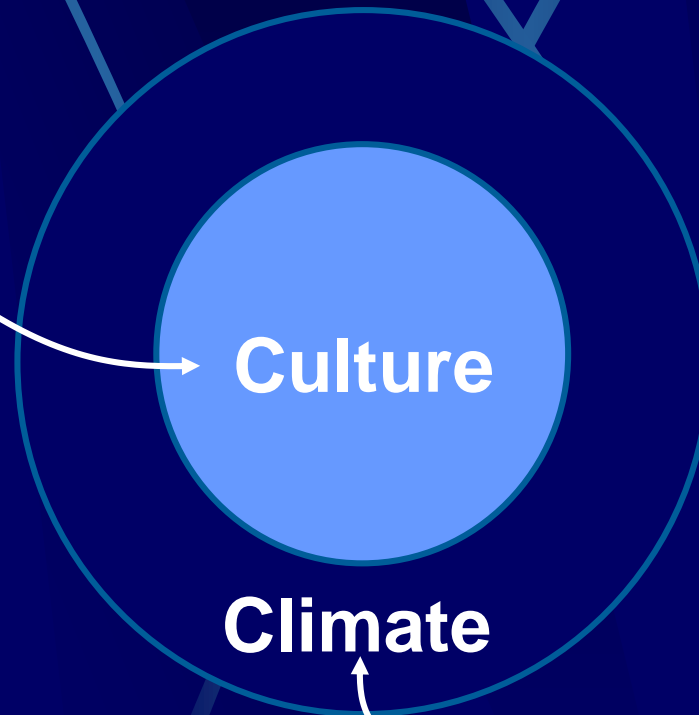


Peeling back the  
layers of the  
organisational onion

# Measure what?



The organisation's  
personality



**Culture**

**Climate**

Current mood

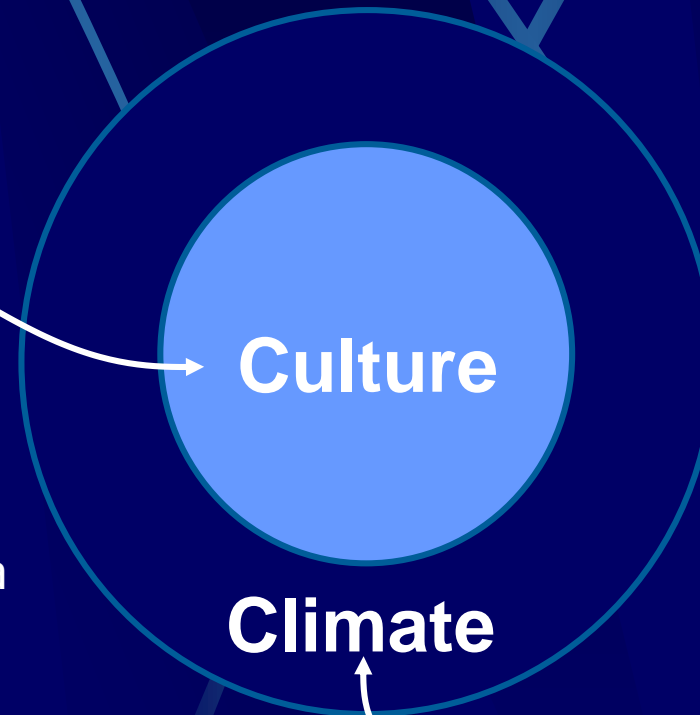
# Measure what?



Norms, values,  
symbols, rituals,  
stories, leader  
behaviour



- Interviews
- Observation
- Focus groups
- Review incident data



**Culture**

**Climate**

- Questionnaire



Attitudes, perceptions,  
Reactions, emotions

# Assessing the Safety Culture



Norms, values,  
symbols, rituals,  
stories, leader  
behaviour



- Interviews
- Observation
- Focus groups
- Review incident data



- Report and implications
- Cultural development plan

## Exemplary Culture



**Define it**



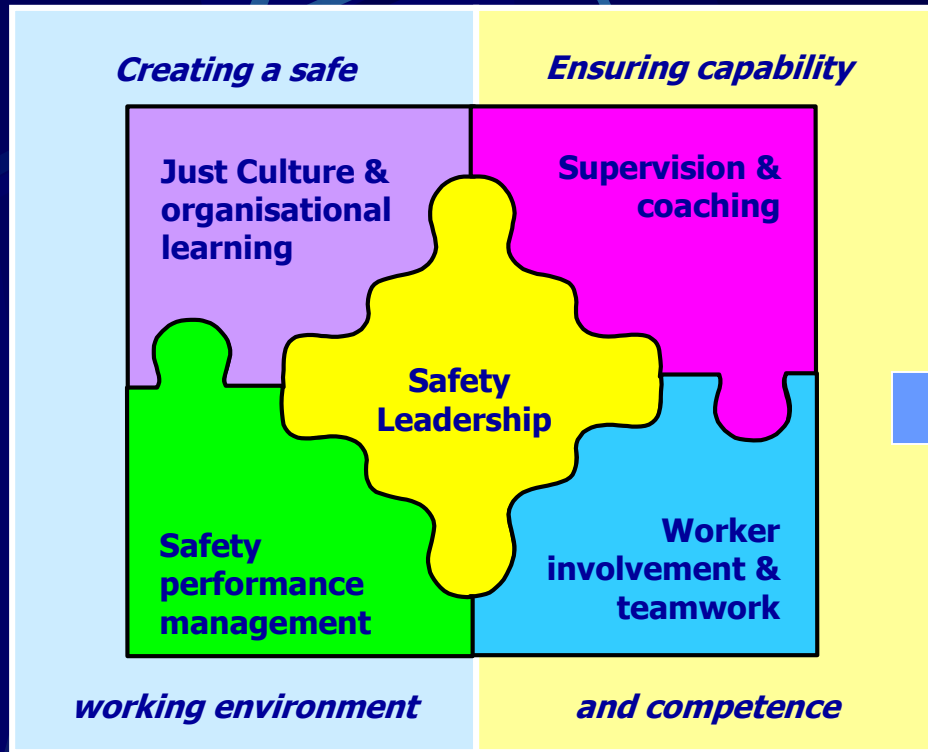
**Generative**

(collective mindfulness)

**Just, reporting  
and learning  
culture**



# Assessing The Safety Culture



**Behavioural Safety  
Assessment Schedule**

# Assessing the Safety Culture



## Preparation

- Define the exemplar benchmark
- Identify key exemplar indicators
- List key questions
- Formulate data collation and analysis process
- Identify strategy, sample and timelines
- Identify data collection team

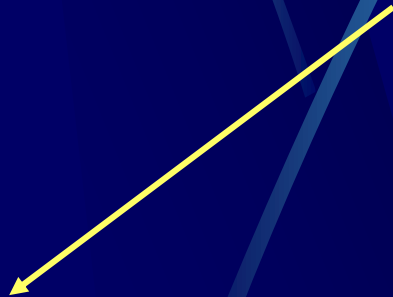
# Assessing the Safety Climate



Identify key variables



- Attitudes to safety
- Involvement in safety
- Communication
- Work pressures
- Perceptions of senior management
- Perceptions of local management
- Evaluation of safety activities / tools
- Behaviours and habits
- Key risks
- Improvement suggestions



Acquire or construct the questionnaire



# Assessing the Safety Climate



## Preparation

- Design / acquire questionnaire
- Identify strategy, sample and timelines
- Plan collation and data analysis process
- Identify agency to carry out statistical analysis and reporting back

Do not under-estimate time and resources required for collating and analysing the data