

# Safety Climate Survey

Move beyond the 'what' to target the 'why'



## Do your safety climate survey results lead to actionable insights that drive change within your business?

Backed by science, our suite of surveys deliver an in-depth analysis of safety climate to help you understand the attitudes, beliefs and perceptions that are influencing workers' safety behaviour. With self-service data analytics and targeted recommendations generated by our research psychologists, our tools support leadership alignment and generate insights to support the development of a clear safety strategy.

Track progress over time with repeat pulse surveys, benchmark your organisation internally or against industry, and take a deep dive into the data to understand pockets of excellence or areas of concern. Sentis safety climate surveys are the first step in improving your safety culture.



## At a glance

The first step in improving your workplace safety is ensuring you truly understand it.

Gain a clear picture of the state of safety across your organisation with self-service analytics to explore your results by site, department or leader. Uncover the biggest opportunity areas for immediate action and find pockets of excellence to celebrate and repeat.

- Know what’s happening in your business with regard to safety, and why.
- Focus your survey on particular areas of concern or where you would like more information.
- Understand how to identify and improve the management of critical risks.
- Develop a clear strategy and aligned leadership team that is committed to owning and driving improvement.
- Access pulse surveys to test and retest, track improvement and address workforce challenges before they become business critical (optional extra: see Safety Climate Pulse).

### Format

- 30-45 minute online survey (approx. 80 questions)



### Purpose

- Comprehensive overview of safety climate, targeting a deep dive in a particular area of interest
- Benchmark internally and against industry



### Output

- Presentation of results and recommendations to key stakeholders
- Comprehensive report of results, including benchmarking data and specific recommendations to improve safety climate
- External benchmarking taken from a stratified sample of more than 59,000 workers across 12 industries, 400 organisational sites and eight countries
- Internal benchmarking, including comparisons across age ranges, organisational tenure, industry tenure, and organisation-specific demographic categories (e.g., region, department, position, site)
- Access to interactive digital dashboards of results to explore and compare, right down to an individual dimension and item level



The SCS measures more than 25 safety climate dimensions across four key areas, including:

**Person Dimensions**

- Team Safety Support
- Safety Involvement

**Environment Dimensions**

- Equipment
- Environmental Engineering
- Housekeeping

**Leadership Dimensions**

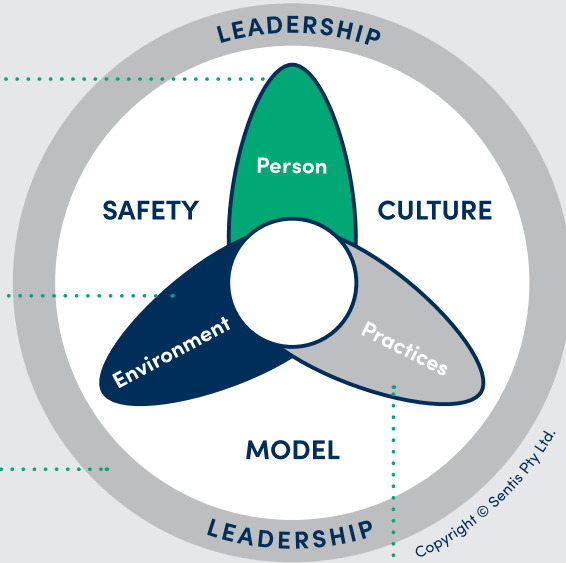
- Safety Leadership
- Management Safety Commitment
- Supervisor Safety Commitment
- Safety Input

**Practices Dimensions**

- Safety Communication
- Safety Systems
- Health & Wellbeing
- Approach to Incident Investigations
- Emergency Readiness
- Quality of Safety Briefings
- Job Resources

**Additional Optional Modules**

- Contractor Safety Relations
- Critical Risk Climate
- Error Management Climate
- Psychological Safety
- Safety Training (Quality & Transfer)
- Wellbeing Climate



**Outcome Measures**

- Safety Behaviour
- Underreporting
- Supervisor Work Pressure (Physical & Wellbeing)
- Impact of work on personal wellbeing

Take action based on your Safety Climate Survey results and recommendations with a strategy session and governance process...

- **Strategy Workshop** to align leaders and deliver an actionable One-Page Safety Plan (OPSP).

**Insights-to-Action Roadmap and Governance Plan**





## Additional Modules

Choose optional modules to build a survey that's right for your organisation:

The Safety Climate Survey provides insight across the people, practices, environment and leadership elements of safety climate. In addition, there may be areas of specific interest to your organisation, and having the right data can help inform the right strategy. Hence, Sentis offers a set of optional modules to support the core Safety Climate dimensions, including:

- **Contractor Safety Relations**
- **Critical Risk Climate**
- **Error Management Climate**
- **Psychological Safety**
- **Safety Training (Quality & Transfer)**
- **Wellbeing Climate**





Below you will find some common combinations of optional modules to give you an insight into what is possible when building your Safety Climate Survey.

#### **Safety Climate Survey**

Understand the attitudes, beliefs and perceptions that are influencing workers' safety behaviours. Identify strengths and opportunity areas across Person, Practices, Environment, and Leadership components of safety culture and gain an understanding of safety issues such as underreporting and production pressure.

#### **SCS with Critical Risk + Psychological Safety Climate**

Understand employee perceptions regarding how effectively your organisation manages high-risk work activities and demonstrates a willingness to learn from safety events. Gain feedback from employees on how comfortable they feel to raise concerns or admit mistakes without fear of negative repercussions.

#### **SCS with Critical Risk + Contractor Safety Relations**

Understand employee perceptions regarding how effectively your organisation manages high-risk work activities and demonstrates a willingness to learn from safety events. Further explore how successfully contractors are integrated into your site culture, how effectively communication occurs and how you could better set contractors up for success.

#### **SCS with Critical Risk + Reporting Behaviour**

Understand employee perceptions regarding how effectively your organisation manages high-risk work activities and demonstrates a willingness to learn from serious safety events.

Explore how willing employees are to report errors or mistakes, and the likelihood of them asking for support or discussing the issue with the aim of preventing reoccurrences.

#### **SCS with Error Management + Psychological Safety Climate**

Gain an understanding of how comfortable employees feel to raise concerns or admit mistakes without fear of negative repercussions. Explore how willing employees are to report errors or mistakes, and the likelihood of them asking for support or discussing the issue with the aim of preventing reoccurrences.

#### **SCS with Wellbeing + Psychological Safety Climate**

Understand employee perceptions of wellbeing in your organisation, including the effectiveness of practices and leader and team support for the wellbeing of team members. Further, explore feedback from employees on how comfortable they feel to raise concerns or admit mistakes without fear of negative repercussions.

## Enhance the benefits of your Safety Climate Survey by pairing it with one of the following diagnostics:

- **Meta Incident Analysis™** for an in-depth analysis of incident data to understand exposure to critical risk, the effectiveness of critical control implementation and culture factors that influence critical risk management behaviours.
- **Incident Severity Analysis™** for a review of incident data to understand exposure to critical risks and the effectiveness of critical control implementation.
- **Onsite Safety Evaluation** for benchmarking against the Safety Culture Maturity Model and an in-depth qualitative diagnostic process that includes interviews, focus groups and observations.

### The Sentis Difference

Sentis employs a team of researchers with post-graduate degrees in organisational psychology and expertise in the creation, validation and delivery of climate and culture diagnostics. Responsible for the execution of all climate and culture diagnostics, our team of registered psychologists analyse and interpret the data from every diagnostic. Final reports and recommendations are not automated, but are prepared for each organisation, taking into account their unique operating context.

Our diagnostics are based on evidence-based research drawn from organisational psychology, leadership and safety research. Our approach to the diagnosis and measurement of culture was endorsed at the 31st Annual Conference of the Society for Industrial and Organisational Psychology (SIOP) in April 2016.

The Sentis research team conducts continuous research and development of our safety diagnostics, including updating our extensive benchmarking dataset of more than 59,000 participants and conducting validation and reliability analyses.

## About Sentis

Offering safety culture assessments, training, coaching and consulting, Sentis helps organisations to break through the safety plateau and achieve positive safety culture change. As experts in applied psychology and neuroscience, we make safety personal and equip employees with the knowledge, skills and motivation to make safer choices, each and every day. This leads to safer, more engaged workplaces, as well as increased productivity, leadership capability and transformational, sustainable safety culture change. Since the introduction of our pioneering ZIP program in 2003, Sentis has empowered more than 490 companies and 180,000 individuals to think differently about safety.

Ready to receive a holistic view of your safety culture and a roadmap to take you to a new level of safety excellence?

# Get in touch with one of our expert consultants today

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