

Purpose

This assessment tool is designed to evaluate safety leadership capabilities across multiple dimensions. It helps identify strengths and development areas for executives, safety professionals, and operational leaders who want to enhance their safety leadership effectiveness.

Instructions

Rate yourself on each statement using the following scale:

1 = Rarely/Never

2 = Sometimes

3 = Often

4 = Very Often

5 = Almost Always/Always

Section 1: Safety Vision and Values

Personal Safety Commitment

1. I consistently demonstrate that safety is a core personal value through my words and actions.
2. I openly discuss the importance of safety in business decisions and strategy meetings.
3. I allocate adequate time, resources, and attention to safety matters.
4. I make safety a priority even when facing production pressures or deadlines.
5. I share personal stories and experiences that demonstrate my commitment to safety.

Strategic Safety Vision

1. I articulate a compelling vision for safety excellence that goes beyond compliance.
2. I connect safety performance to broader business goals and organizational success.
3. I help others understand how safety contributes to operational excellence.
4. I challenge the organization to continuously improve safety performance.
5. I set ambitious yet achievable safety improvement goals.

Section 2: Safety Engagement

Employee Involvement

1. I actively seek input from employees at all levels on safety matters.
2. I create opportunities for employees to participate in safety initiatives and decision-making.
3. I recognize and value employee contributions to safety improvements.
4. I ensure diverse perspectives are included in safety discussions and planning.
5. I empower employees to take ownership of safety in their areas.

Field Presence

1. I regularly spend time in operational areas observing work practices and conditions.
2. I engage workers in meaningful conversations about safety during field visits.
3. I ask open-ended questions that promote safety awareness and critical thinking.
4. I demonstrate genuine interest in understanding safety challenges faced by workers.
5. I follow up on safety concerns raised during field interactions.

Section 3: Safety Communication

Messaging Effectiveness

1. I communicate safety messages in clear, concise, and compelling ways.
2. I tailor safety communications to different audiences and contexts.
3. I use stories and examples to make safety messages memorable and impactful.
4. I consistently reinforce key safety themes and expectations.
5. I check for understanding when communicating important safety information.

Active Listening

1. I give my full attention when others are discussing safety concerns.
2. I ask clarifying questions to ensure I understand safety issues raised by others.
3. I acknowledge emotions and perspectives when discussing safety incidents or concerns.
4. I avoid interrupting or dismissing safety input from others.
5. I demonstrate that I value and consider all safety feedback, even when challenging.

Section 4: Safety Decision Making

Risk Assessment

1. I systematically identify and evaluate safety risks before making decisions.
2. I consider both immediate and long-term safety implications of decisions.
3. I involve subject matter experts in assessing complex safety risks.
4. I challenge assumptions and biases that could affect safety risk assessments.
5. I use data and evidence to inform safety risk decisions.

Resource Allocation

1. I ensure safety initiatives receive appropriate funding and resources.
2. I balance competing priorities with safety needs effectively.
3. I invest in preventive safety measures, not just reactive ones.
4. I allocate resources based on risk levels and potential impact.
5. I ensure safety staffing is adequate for organizational needs.

Section 5: Safety Accountability

Personal Accountability

1. I take responsibility for safety outcomes in my area of influence.
2. I admit mistakes and share learnings related to safety.
3. I model compliance with safety rules and procedures.
4. I follow through on safety commitments I make.
5. I demonstrate consistency between my words and actions regarding safety.

Team Accountability

1. I establish clear safety expectations for my team members.
2. I provide timely and specific feedback on safety behaviors and performance.
3. I recognize and reward positive safety contributions.
4. I address safety performance issues promptly and constructively.
5. I ensure consequences for safety violations are fair and consistent.

Section 6: Safety Learning

Incident Response

1. I respond to incidents with a focus on learning rather than blame.
2. I participate actively in incident investigations when appropriate.
3. I ensure root causes are identified and addressed following incidents.
4. I share incident learnings broadly to prevent recurrence.
5. I follow up to verify that corrective actions are implemented effectively.

Continuous Improvement

1. I regularly review safety performance data to identify improvement opportunities.
2. I benchmark against industry best practices in safety.
3. I encourage innovation and new approaches to safety challenges.
4. I invest in my own safety leadership development.
5. I create a culture where safety concerns can be raised without fear.

Section 7: Safety Integration

Operational Integration

1. I ensure safety is integrated into operational planning and processes.
2. I consider safety impacts when implementing new technologies or processes.
3. I align safety objectives with production, quality, and other business goals.
4. I involve safety professionals early in project planning and change management.
5. I ensure safety is a criterion in performance evaluations at all levels.

Contractor Management

1. I establish clear safety expectations for contractors and suppliers.
2. I include safety performance in contractor selection criteria.
3. I ensure contractors receive appropriate safety orientation and training.
4. I hold contractors to the same safety standards as employees.
5. I regularly review contractor safety performance.

Scoring and Interpretation

Scoring Method

Calculate your average score for each section:

- 4.5-5.0: Exemplary safety leadership in this dimension
- 3.5-4.4: Strong safety leadership with some room for improvement
- 2.5-3.4: Moderate safety leadership with significant development opportunities
- 1.5-2.4: Basic safety leadership requiring substantial improvement
- 1.0-1.4: Minimal safety leadership requiring immediate attention

Development Planning

For each section where your average score is below 4.0:

1. Identify the specific statements with the lowest scores
2. Reflect on barriers or challenges that prevent higher performance
3. Develop specific action plans to address these areas
4. Seek feedback and support from colleagues or coaches
5. Set a timeline to reassess progress

Supplementary Assessment Options

360-Degree Feedback

For a more comprehensive assessment, consider involving EHSCOACH.COM to facilitate feedback collection from the following groups:

- Direct reports
- Peers
- Supervisors
- Safety professionals
- Contractors/suppliers

Behavioral Observation

Collaborate with us to arrange structured observations of your safety leadership behaviors in contexts such as:

- Safety meetings
- Field visits
- Incident reviews
- Strategic planning sessions
- Day-to-day interactions

Safety Culture Impact

Seek the guidance of EHSCOACH.COM to evaluate how your safety leadership influences organizational culture through:

- Employee safety perception surveys
- Focus groups
- Safety climate assessments
- Leading indicator trends
- Lagging indicator performance

This assessment tool, enhanced with support from EHSCOACH.COM team, provides a structured framework for evaluating and developing safety leadership capabilities. Regular reassessment, with their expertise, can track progress and guide ongoing development efforts.