

DEVELOPING SAFETY CULTURE

This exercise involves the explanation and use of a model followed by a group discussion. The model is used to show how safety performance improves as the workplace safety culture goes through different phases.

WHEN TO USE THIS EXERCISE

This exercise can be used during any safety meeting, training session, or safety induction. It has many different uses, for example, it can be used when you want to explain the importance of safety culture in reducing accidents and injuries in the workplace. This exercise can be used to complement training in the areas of:

- Safety management
- Communications
- Safety inductions
- Team building
- Safety planning.

DURATION

Allow 5 to 10 minutes.

MATERIALS REQUIRED

An overhead or handouts of the model 'Stages of Safety Culture Development'.

HOW TO RUN THIS EXERCISE

STEP 1 Show the participants the overhead (or provide them with a handout) of the safety culture model and explain the different stages that are shown. Give examples as appropriate and encourage participants to ask questions about the model. Answer any questions that are raised.

STEP 2 Ask the participants where they think their team (or department) are positioned on the model.

Get responses from the participants.

Ask the participants where they think the organization as a whole is positioned on this model.

Get responses from the participants.

STEP 3 Conduct the group discussion.

GUIDANCE NOTES FOR GROUP DISCUSSION

Examples of discussion questions include:

- What characteristics would you see if our team (or the site) was positioned here (point to a section in the interdependent stage) on the model?
- How would people act? Can you give me some examples?
- Do you think it is possible for us to develop our safety culture to this level?
- What do we need to do in order to develop our safety culture to the interdependent safety culture stage?

ATTACHMENTS

The model 'Stages of Safety Culture Development'.

STAGES OF SAFETY CULTURE DEVELOPMENT

