Safety Culture: Does Everyone Have to Drink the Kool Aid? What is it Supposed to Taste Like?

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## Safety Moment: About Safety Moments

<table>
<thead>
<tr>
<th>Poor</th>
<th>Good</th>
</tr>
</thead>
<tbody>
<tr>
<td>Put someone on the spot</td>
<td>Plan ahead</td>
</tr>
<tr>
<td>Lengthy, derails meeting</td>
<td>Brief</td>
</tr>
<tr>
<td>Use to replace policy/procedures</td>
<td>Reinforce safety expectations</td>
</tr>
<tr>
<td>Offers no solutions</td>
<td>Review hazards and controls</td>
</tr>
<tr>
<td>Broad / irrelevant space filler</td>
<td>Relative &amp; relatable</td>
</tr>
<tr>
<td>Hypothetical / can’t happen to me</td>
<td>Real life examples / experiences</td>
</tr>
</tbody>
</table>

This table outlines the comparison between poor and good practices in safety moments, highlighting key differences in approach.
What is a Safety Culture?

The term ‘safety culture’ tends to get thrown around frequently as a quick-fix to organizational problems, when many people don’t even understand what ‘safety culture’ really is.

How do you define safety culture?
What is a Safety Culture?

  – The ways that safety issues are addressed in a workplace. It often reflects the attitudes, beliefs, perceptions and values that employees share in relation to safety. In other words, The way we do safety around here.

• Two Basic Pieces:
  – A framework within an organization that is the responsibility of management; and
  – The attitude of staff at all levels responding to and benefiting from the framework.

• Some elements:
  – Individual awareness;
  – Knowledge and competence;
  – Commitment (individuals and management);
  – Supervision; and
  – Responsibility.

• Organizations that have great safety performance also tend to have great operational performance (≈ Integration).

• The term has been overused, and has lost meaning over time.
Resources - Safety Culture Literature
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