

OSC | 11
Ohio Safety Congress & Expo



#484 Assessment: The prescription for success

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Wednesday, March 30, 2011
1 to 2 p.m.

Ohio Bureau of Workers' Compensation

Assessment Rx For Success

Ohio Safety Congress 2011
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Assessment Rx For Success

**Audit
vs.
Assessment**

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Are perceptions reality?

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Ways to Assess

- Survey
- Focus Groups




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Focus Group - Musts

- Statistical Validity
- ✓ 20% of workforce

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Focus Group- Tips

- o By function
- ✓ Open ended questions.....?

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Focus Group - Cautions

- o Domination
- o Agendas
- o Failure to probe

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How does the management of safety processes compare with other sites or organizations you are familiar with? *(Responses provide a general barometer of safety and environmental performance of the site.)*

Do you see safety performance trending upward or downward? Why? *(Responses provides management with an indication if current performance and therefore current efforts are perceived as effective overall or if greater attention is needed.)*

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What is working well with safety efforts at your site? *(Responses provides management with an insight to what efforts are considered well so that these, or similar efforts can be continued and/or expanded.)*

Do you believe that leadership is committed to achieving excellence in safety? Your site managers? Your department managers? Your department supervisors? *(Responses can be used by managers to plan and develop strategies for communicating and reinforcing the importance of safety performance.)*

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Who drives safety efforts in your area? *(Responses provide insight if the drivers for safety is perceived as top down or bottom-up.)*

Tell me about safety training at your site. How is it delivered? By who? How often? *(Responses will show gaps and facilitate improvements to current training efforts.)*

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React to this statement: All injuries are reported? Near misses? *(Reactions to this statement provides insight into incident reporting. Incidents must first be reported before they can be investigated and corrective actions taken to prevent future incidents.)*

How often are safety topics discussed in your area? *(Responses provide an indication if safety issues need to be discussed more frequently.)*

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How do safety concerns get identified and corrected?
(Responses provide insight to whether employees understand how safety concerns get identified and corrected and if so, in a timely manner.)

How do you participate in improving safety performance?
(Responses indicate the how employees perceive their role in the safety process.)

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What does your supervisor or manager do to support safety efforts? *(Responses indicate the how employees perceive their supervisor's role in the safety process)*

React to this statement: No one is knowingly asked to do anything unsafe or at risk. *(One of the most important questions of the assessment. Responses indicate employee perceptions regarding the company's willingness to relegate production to safety).*

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React to this statement: Everyone understands and always follows all safety procedures . *(A important questions of the assessment. Responses indicate employee perceptions regarding the company's willingness to relegate production to safety.)*

What could be done to improve safety efforts? *(The final question of the assessment. Allows participants to offer suggestions, vent or provide any other feedback they would like to share.)*

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BBS Question

Are efforts to work safely recognized? By who? How? Are at risk safety practices stopped and challenged? By who? How? How? *(These series of questions determine the consequences of behavior in the work place.*

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CONGRATULATIONS!!!!

You were just hired as the safety manager for a large independent chemical company that wants to "Improve" and is considering investing in a Behavioral Based Safety (BBS) process.

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Conduct an Assessment

- **Should the company consider BBS at this time? (Why or why not?)**
- **What is working well that can be leveraged?**
- **Is there any "low hanging fruit", which could reinforce or improve the credibility of the Safety Management processes or improve likelihood that the investment will succeed or would help in other ways?**
- **What are the longer term improvement opportunities to be addressed.**
- **Are there imminent concerns which must be addressed?**

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