



**Colorado
Safety
Association**

SAFETY PERCEPTION SURVEY 2018

EMPLOYEE ENGAGEMENT

- **33% OF US EMPLOYEES ARE ENGAGED AT WORK VS. 70% OF THE WORLDS LEADING ORGANIZATIONS**
- **EMPLOYEES WANT THEIR WORK TO HAVE PURPOSE AND MEANING**
- **MORE THAN 51% OF EMPLOYEES SAY THEY ARE LOOKING FOR THEIR NEXT JOB**

EMPLOYEE ENGAGEMENT

- **21% OF EMPLOYEES STRONGLY AGREE THEIR PERFORMANCES MANAGED IN A WAY THAT MOTIVATES THEM TO DO OUTSTANDING WORK**
- **15% OF EMPLOYEES AGREE LEADERSHIP MAKES THEM ENTHUSIASTIC ABOUT THE FUTURE**
- **13% AGREE LEADERSHIP COMMUNICATES EFFECTIVELY**

HOW TO GAUGE EMPLOYEE PERCEPTIONS

- SURVEY MONKEY – OR EMAIL
- PULSE SURVEYS
- PAPER SURVEYS
- FOCUS GROUPS
- TURNING TECHNOLOGY RESPONSE DEVICES

- KEY IS CONFIDENTIALITY/ANONYMITY

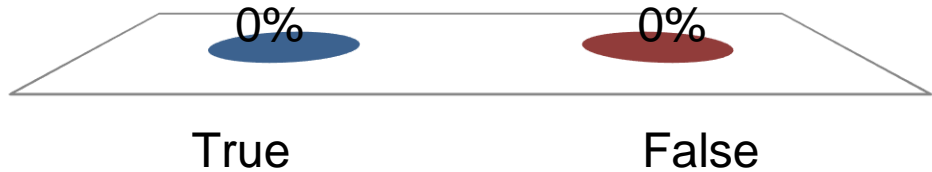
WELCOME

WELCOME TO THE SAFETY PERCEPTION SURVEY!

- All answers are anonymous
- Feedback is designed to inform leadership about your perception of safety on the job and safety leadership.
- Your participation is important to us

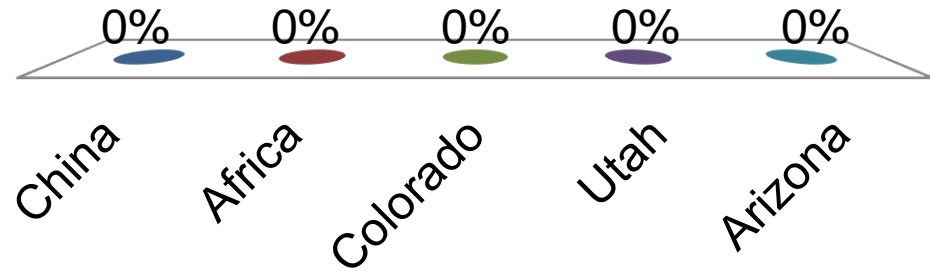
Colorado has more microbreweries per capita than any other state.

- A. True
- B. False



Where is the world's largest flat-top mountain?

- A. China
- B. Africa
- C. Colorado
- D. Utah
- E. Arizona



Do you feel that the company makes safety a priority?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Do you feel that your employer takes safety seriously?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

How often does your supervisor/foreman engage workers in safety discussions?

- A. Never
- B. Rarely
- C. Frequently
- D. Usually
- E. Always

Management understands my job problems and needs.

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Do you feel like safety is an important part of your job?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Management recognizes my abilities

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

My employer keeps track of major safety problems but overlooks routine ones.

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Safety is a core value in my workplace

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

I have the support I need to work safely

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

I will sometimes take a safety shortcut to get the job done

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Do you think compliance with safety requirements slows productivity?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Do the safety and maintenance programs here help prevent accidents?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Have you been encouraged to become actively involved in safety?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Do you understand how the costs of accidents affects your company's profits?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Do you understand how an accident can affect you and your family?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Have you ever been recognized by your supervisor for working safely?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Has your employer communicated goals expected for safety performance?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Are you held accountable for your safety performance?

A. True

B. False

Does your supervisor communicate Job Hazard Analysis (JHA) results to the crew?

A. Yes

B. No

C. Sometimes

Would you like to see the Job Hazard Analysis expanded to include more crew members than the supervisor?

A. Yes

B. No

C. Maybe

To what extent do you feel empowered and expected to take action to prevent injuries and ensure the safety of yourself and others? This includes stopping work, shutting down equipment, and making suggestions – knowing that you will be supported by your supervisor for your action.

- A. Fully empowered
- B. Quite empowered
- C. Neutral
- D. Not very empowered
- E. Not at all empowered

Do you think it would be beneficial to understand and talk about near misses?

A. True

B. False

On the job do you report near misses when they occur?

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

On the job I feel like I put in the extra effort to improve safety on the job.

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

On the job I feel like I have the support to solve safety issues as they arise.

- A. Agree
- B. Somewhat Agree
- C. Neutral
- D. Somewhat Disagree
- E. Disagree

Would you recommend a friend to work here?

A. True

B. False

Pros and Cons

- Let's talk about how to use data...
 - Follow up to develop action plans
 - Make sure you communicate results
 - Align actions with the company's strategic initiatives
 - [2017 Perception Survey.xlsx](#)

Best Practices

- **Adopt continuous, feedback-based performance management:** Regular feedback empowers people to reset goals continuously, change projects, and feel rewarded for their “work,” not just their “job.” Employee survey tools give managers immediate input on their own performance, boosting transparency.



Meaningful work

Supportive management

Positive work environment

Growth opportunity

Trust in leadership

Autonomy

Clear and transparent goals

Flexible work environment

Training and support on the job

Mission and purpose

Select to fit

Coaching

Humanistic workplace

Facilitated talent mobility

Continuous investment in people

Small, empowered teams

Investment in development of managers

Culture of recognition

Self-directed, dynamic learning

Transparency and honesty

Time for slack

Agile performance management

Fair, inclusive, diverse work environment

High-impact learning culture

Inspiration

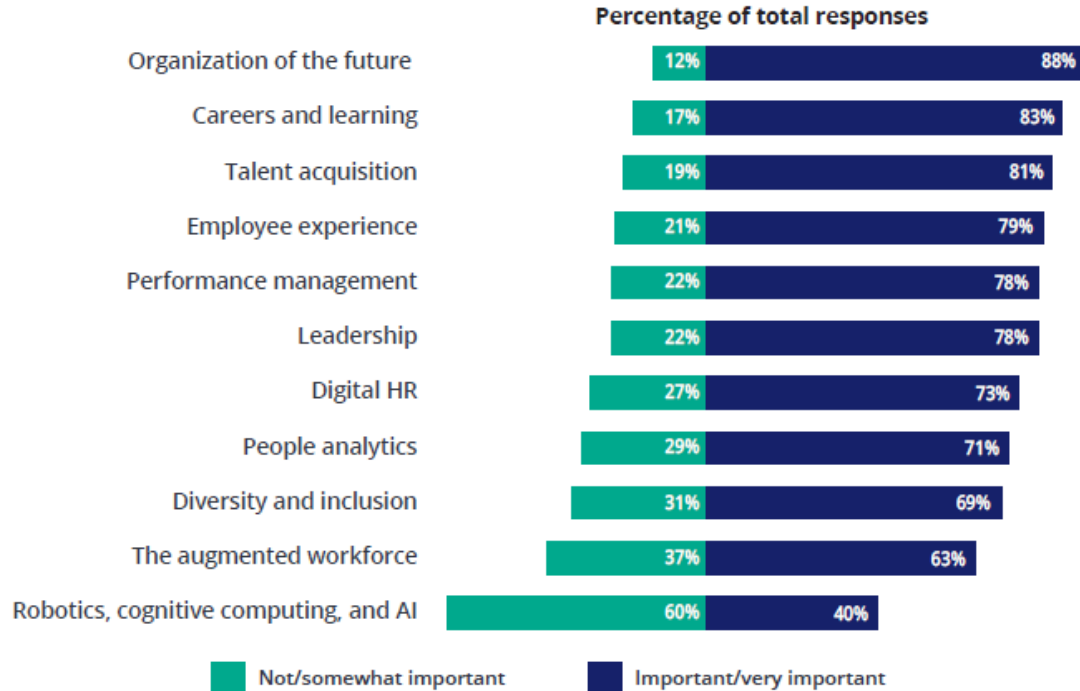
PULSE SURVEYS

- Pulse surveys got their name based on an analogue of a heart rate monitor, which translates the heart rate of a patient into a graphic display. With pulse surveys, so the analogy goes, managers are able to measure the “heart beat” of the company in real time.
- Safety Committee?



SUMMARY

Figure 3. The 2017 trends by importance



QUESTIONS

- How well do you understand your workforce?
- Does your safety program align with your organizational goals?
- Are you prepared for the workplace of the future?