

# Safety Leadership Assessment

Rate your safety leadership ability by placing the number 1, 2, 3, or 4 next to each statement: 1 = Never; 2 = Rarely; 3 = Generally; 4 = Always

## Demonstrating Commitment

	Enforces and follows established policies and procedures
	Stands for safety even when it's not popular
	Supports others' efforts to administer and/or practice safety
	Addresses safety concerns/issues with a sense of urgency
	Ensures timely and accurate follow-up with others regarding safety
	Exhausts efforts to eliminate hazards before settling for less effective controls measures
	Works at identifying difficult safety behaviors/processes and making them easier
	Safety is the first thing he/she considers and discusses when evaluating processes
	Communicates safety in conversations with others
	Demonstrates commitment to safety away from work, as well as at work
	<b>Total</b>

## Decision-making

	His/her decisions are well supported
	Doesn't hesitate to make command decisions when necessary
	His/her decisions lead to positive results
	Involve informed and influential personnel in high impact decisions
	Is not afraid to delegate decisions when others are prepared to make them
	Gives consensus decision-making adequate preparation and process time
	Gets buy-in from above and below when making safety-related decisions
	Communicates the rationale behind their decisions to those who are affected
	Closes-the-loop with those who provide input for his/her consultative decisions
	His/her decisions are well thought out and involve appropriate personnel
	<b>Total</b>

### Empowering Others

	It's easy for him/her to share authority and recognition for safety performance
	Looks for opportunities to empower others in safety
	When empowering others, he/she gives authority and establishes accountability
	Coaches for success prior to, and while transferring responsibility and authority
	Passes recognition on to those he/she has empowered
	Allows those he/she has empower to make mistakes
	Seeks professional growth opportunities for key personnel
	Instills ownership and empowers others by delegating increasing levels of responsibility
	People closest to him/her would assess them as secure and confident
	Creates an innovative environment and embraces change
	<b>Total</b>

### Intervening to Promote Safety

	Corrects unsafe behaviors immediately
	Looks for opportunities to deliver positive reinforcement
	Is conversational, rather than dictatorial, when intervening and providing feedback
	Asks questions to learn why the unsafe (undesirable) behavior occurred
	Delivers feedback in a timely manner
	Gives feedback that describes the situation, actions observed, and results of the actions
	When delivering developmental feedback, offers or solicits alternative actions
	After delivering developmental feedback, gets the individual's commitment to change
	Clearly communicates/reinforces expectations going forward
	Follows-up to ensure that developmental feedback was effective
	<b>Total</b>

**30 – 40** This aspect of leading safety is a strength of yours. Continue to enhance your abilities while helping others grow in this area.

**0 – 29** This aspect of leading safety is a weakness of yours. Focus on improving 2-3 areas at a time to enhance your effectiveness at driving safety.