THE FRONTLINE SAFETY CULTURE ASSESSMENT

A two-part diagnostic tool that reveals the truth about safety culture in your organization

INSTRUCTIONS

Part 1: Senior Management Safety Culture Self-Assessment

Senior managers should rate statements about your organization's safety systems and practices.

Part 2: Frontline Employee Safety Culture Assessment

Frontline employees should rate statements based on their experience with their direct supervisor over the past 3 months.

Response Scale:

Almost Always (4) | Often (3) | Rarely (2) | Almost Never (1)

Note: *For the most accurate results, Part 2 should be completed anonymously by multiple frontline employees to capture the true experience across your organization.*

PEOPLEWORK

SENIOR MANAGEMENT SAFETY CULTURE SELF-ASSESSMENT

	Almost Always (4)	Often (3)	Rarely (2)	Almost Never (1)
Safety Systems & Communication				
1. Our organization conducts regular, meaningful safety meetings with frontline teams.	☐	☐	☐	☐
2. Our supervisors are trained to engage employees in safety conversations, not just deliver information.	☐	☐	☐	☐
3. Safety communications in our organization explain the reasoning behind rules and procedures.	☐	☐	☐	☐
4. Our safety discussions are substantive and valued, not just compliance exercises.	☐	☐	☐	☐
5. Our supervisors spend significant time on the floor with their crews.	☐	☐	☐	☐
Leadership Commitment & Resources				
6. Our supervisors know their team members by name and build personal relationships.	☐	☐	☐	☐
7. Our organization empowers supervisors to stop work when safety is at risk.	☐	☐	☐	☐
8. We have systems to ensure safety concerns are heard and addressed promptly.	☐	☐	☐	☐
9. Our supervisors have the authority to prioritize safety over production.	☐	☐	☐	☐
10. Employees can raise safety concerns without fear of negative consequences.	☐	☐	☐	☐

SENIOR MANAGEMENT SAFETY CULTURE SELF-ASSESSMENT

	Almost Always (4)	Often (3)	Rarely (2)	Almost Never (1)
Quality & Standards Integration				
11. Our organization treats safety and quality as equally critical to success.	☐	☐	☐	☐
12. We demonstrate that doing the job right matters as much as getting it done.	☐	☐	☐	☐
13. Senior managers and supervisors model the safety behaviors we expect from frontline employees.	☐	☐	☐	☐
14. Our culture reflects a genuine belief in safety, not just policy compliance.	☐	☐	☐	☐
15. Supervisors are held accountable for demonstrating safe work practices.	☐	☐	☐	☐
Employee Involvement & Development				
16. We actively seek and value frontline input on safety improvements.	☐	☐	☐	☐
17. Our organization empowers supervisors to stop work when safety is at risk.	☐	☐	☐	☐
18. Supervisors are trained to coach safety performance, not just enforce rules.	☐	☐	☐	☐
19. We invest in developing supervisors as safety leaders, not just managers.	☐	☐	☐	☐
20. Our supervisors address unsafe behavior constructively and consistently.	☐	☐	☐	☐

PART 1 TOTAL SCORE: _____ / 80

FRONTLINE EMPLOYEE SAFETY CULTURE ASSESSMENT

	Almost Always (4)	Often (3)	Rarely (2)	Almost Never (1)
Communication & Presence				
1. My supervisor gives adequate time to safety discussions at our morning meetings.	☐	☐	☐	☐
2. My supervisor asks me questions about how I'm doing my work safely, not just tells me what to do.	☐	☐	☐	☐
3. My supervisor explains why something is unsafe, not just that it is.	☐	☐	☐	☐
4. Safety conversations with my supervisor feel sincere and intentional.	☐	☐	☐	☐
5. My supervisor is physically present and visible on the floor throughout the shift, not just at the start.	☐	☐	☐	☐
Trust & Protection				
6. My supervisor knows my name and uses it regularly.	☐	☐	☐	☐
7. I believe my supervisor would stop production to protect my safety.	☐	☐	☐	☐
8. When I raise a safety concern, my supervisor takes it seriously and follows up with me.	☐	☐	☐	☐
9. My supervisor would back me up if I refused unsafe work.	☐	☐	☐	☐
10. I feel comfortable telling my supervisor when I'm unsure how to do something safely.	☐	☐	☐	☐

FRONTLINE EMPLOYEE SAFETY CULTURE ASSESSMENT

	Almost Always (4)	Often (3)	Rarely (2)	Almost Never (1)
Standards & Example				
11. My supervisor cares about getting the job done right, not just getting it done.	☐	☐	☐	☐
12. My supervisor demonstrates that quality and safety go together.	☐	☐	☐	☐
13. My supervisor follows the same safety rules they expect from us.	☐	☐	☐	☐
14. My supervisor talks about safety in a way that shows they truly believe it matters.	☐	☐	☐	☐
15. The way my supervisor works shows me they care about going home safe.	☐	☐	☐	☐
Engagement & Accountability				
16. My supervisor asks for my input on how to make things safer.	☐	☐	☐	☐
17. When I suggest a safety improvement, my supervisor listens and considers it.	☐	☐	☐	☐
18. My supervisor addresses unsafe behavior in a way that feels like coaching, not punishment.	☐	☐	☐	☐
19. I feel like my supervisor wants me to succeed and stay safe.	☐	☐	☐	☐
20. When someone on our crew works unsafely, my supervisor addresses it promptly and directly.	☐	☐	☐	☐

PART 2 TOTAL SCORE: _____ / 80

SCORING & INTERPRETATION

Individual Scores
Part 1 (Senior Management Perception): _____ / 80
Part 2 (Frontline Reality): _____ / 80

Score Ranges:
68-80: Strong supervisor-led safety culture
56-67: Developing culture with gaps
40-55: Significant supervisor development needed
Below 40: Critical intervention required

The Gap Analysis
Gap (Part 1 - Part 2): _____

Interpreting the Gap:
0-10 points: Your perception aligns well with frontline reality
11-20 points: Significant disconnect between policy and practice
21+ points: Critical gap - your systems aren't creating the culture you think they are

The Truth About Safety Culture

What Part 2 Reveals: Your frontline score shows where safety culture actually lives in your organization—not in policies and programs, but in the daily actions and relationships between supervisors and their teams.

What The Gap Reveals: The difference between senior management perception (Part 1) and frontline reality (Part 2) shows whether your safety systems are creating the culture you intend. A small gap indicates strong alignment between policy and practice. A large gap reveals where intentions haven't translated into lived experience on the floor.

The Critical Factor: Regardless of your scores, one truth remains: you cannot build a lasting safety culture without developing your frontline supervisors. They already have the relationships, the daily presence, and the influence needed to create real culture change. The question is: are you investing in developing them as the key people to lead your safety culture?