

## Safety and Health Leadership Quiz

### (Occupational Safety & Health Administration (OSHA))

#### Instructions:

- Complete the Safety and Health Leadership Quiz developed by OSHA (Occupational Safety & Health Administration).
- There are 25 questions for which you will answer “agree,” “disagree,” “strongly agree” or “strongly disagree.”
- If you are an employer, supervisor, leader or manager, answer based on your current role.
- If you are an employee, answer based on your current work experience and the culture of your workplace.
- Once completed, score it per instructions at bottom.

1.	I like it when my people are able to identify job hazards on their own and have immediately reported them for prompt evaluation and correction	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
2.	I have a clear vision of an incident-free workplace	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
3.	When an incident occurs, I try to understand how my actions might have contributed to it	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
4.	I make it a point to be on the floor every day observing safety with those workers I oversee and direct	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
5.	I know and follow all of the safety rules I expect workers to follow	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
6.	When I really need to understand a safety issue, I talk with some of the line workers about it	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
7.	I recognize good safety practice when I see it and I always let the person involved know I like what I see	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
8.	My direct reports have full and open access to all the tools and equipment they need to do their jobs safely	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
9.	I've learned that the person who know the job best is nearly always the person doing it	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree

10.	I always know the status of safety and safety projects in my organization and those involved know how I feel about that status	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
11.	We consistently get a positive return on our investment in safety	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
12.	I enjoy attending safety meetings and feel good about the results	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
13.	I know whenever an incident occurs and consider it my role to get involved in addressing the issues it raises	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
14.	I know enough about the safety process to be able to speak about it to employees, groups and training sessions	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
15.	I am always look for the good things people do so I can recognize them for their efforts	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
16.	I know everyone makes mistakes and I see this as an opportunity to learn and grow	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
17.	Some of my greatest satisfaction comes from walking the floor and learning from employees	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
18.	I worry more about having the right safety values than about having safety rules	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
19.	I see teamwork everywhere I go in my organization	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
20.	If employees know what to do for safety, I reinforce them; if they don't know, I train them	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
21.	There are really good safety conscious people in my organization	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
22.	My direct reports helped form my vision of safety which they now share and support	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
23.	I know that my actions say more than my words about safety, so I always act out my belief that safety is a key organizational value	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
24.	Before I send employees to training, I go to the program so that I can reinforce and support their post-training efforts	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree
25.	I know that employees hold safety as a key company value, so they know they don't need my permission to take safety action	<input type="radio"/> Agree <input type="radio"/> Disagree	<input type="radio"/> Strongly Agree <input type="radio"/> Strongly Disagree

SCORING	
Answer	Points
Strongly Disagree	1
Disagree	2
Agree	3
Strongly Agree	4

Score	What it means
75-100	If your score is 75 or higher, you are probably operating in a fairly positive, empowered environment and are viewed as a leader by your people. To improve, look at areas where you scored less than strongly agree and understand why. Get your people involved in helping you improve. They are probably already interested and supportive and will welcome the opportunity to enhance your effectiveness and that of the organization.
51-74	If your score is between 51 and 74, you're probably in the transition zone to a new style of management. To improve, spend some more time learning safety and health leadership skills. Try to understand why you act or feel that way and work on changing your approach. As you make some progress, find other areas where you disagreed or strongly disagreed and work on those. Be patient and be sure to get feedback from your people on how you are doing.
< 51	If your score is less than 51, you are probably fairly traditional in your approach to management and probably tend to hold a fairly tight rein on your control of operations. To improve your score, consider reading one or two of the recent crop of books on leadership. Ask a friend at a progressive company or employer's associations to recommend one. Spend some time in the plant asking people how they feel about you and the culture of the organizational. Be patient, listen without being defensive, select two or three approaches suggested by the quiz and try them for a while. If you see results, select some more and try them, also. This will be hard work, but the more time you spend with your people during this process, the more they will reinforce and encourage you.