

Measuring Safety Culture is like measuring a bowl of spaghetti and meatballs...

1

Meatballs

What we **DO** for safety
Easy to count and measure

2

Spaghetti

What we **THINK** about safety
Harder to count and measure
Total spaghetti length?
Total number of noodles?

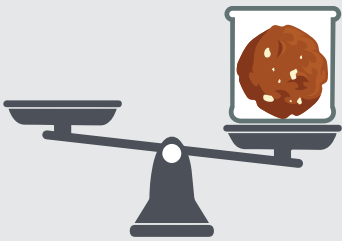


3

Sauce

What we **FEEL** about safety
Very difficult to measure
Count the ingredients?
Do a taste test?
Measure calorie content?

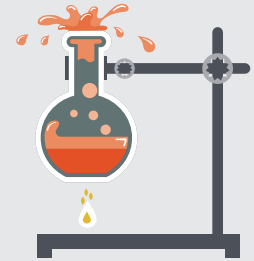
We need different scientifically validated tools to measure these different things in the most appropriate ways



Assess the presence or absence of safety policies and activities



Assess perceptions with a validated safety climate survey



Assess through ethnographic studies (resource intensive and often impractical)

But we can't just add them together and call that safety culture. That's a fallacy of logic - bad math and bad science!



- DO measure the individual ingredients
- DO NOT try and blend everything together and call it safety culture
- DO use independent, validated assessment tools such as safety climate surveys
- DO NOT attempt to measure what can only be felt - not everything that is important can be measured directly