

<p style="text-align: center;">Social Operating Systems Ltd.</p> <p style="text-align: center;">@www.culturethesos.com don@soslid.us 559-240-2338</p>	SCORE	Maturity Level Values	Darkness - Ignorance	Dawn - Entry Level	Mid-Morning: Novice	Late Morning: Mediocrity	Noon: Excellence	Full Light: Perfection
			0	2	4	6	8	10
<p style="text-align: center;">Our Safety</p> <p>What is this sheet trying to measure and why is it important?</p> <p>Culture is nothing more than a collection of day-to-day experiences. Not everybody sees these experiences in the same light. When trying to determine how common certain safety values are in a company's day-to-day culture, it is important to gather a wide range of viewpoints.</p> <p>The sheet presents 10 safety related values. Each of these values are followed by descriptions of six different day-to-day experiences that employees encounter as they go about their jobs.</p> <p>Based on your day-to-day experiences, you are being asked to score which level your company operates most of the time.</p> <p>Your score helps to determine which areas need the most help and which areas are the strongest.</p>	1	Do It For The Right Reasons	Safety driven by regulation, management directives, & the cost of accidents.	Concern for people occasionally mentioned but not backed up with actions. Employees don't believe it.	Flashes of real concern for people occur, but generally employees don't believe the company really cares.	Concern for people is balanced with compliance & injury costs but is seen as separate subject.	Concern for people is major safety driver but not in real harmony with other goals.	Sincere concern for employees drives safety and is in perfect harmony with other activities.
	2	See It As Part Of The Whole	Safety is handled separately from the rest of the management process.	Safety is occasionally considered at staff meetings and during appraisals.	Efforts have been made to combine safety with other business concerns but they have not been consistent and have usually failed.	Safety is equal with other staff functions, and management has a vision of how it should be included in all our work.	A plan to totally integrate safety exists. Independent safety discussions are becoming less frequent.	Loss prevention is totally integrated and accepted as essential for business success.
	3	Recognize There Is No End	Safety is managed by reaction & quick fixes.	Root cause determination & prevention efforts occur but are the exception.	Awareness that loss prevention is hard and ongoing is occasionally seen.	Management is initiating efforts that will keep safety improving. Evidence of a long term commitment to safety appear at times.	Critical behaviors and conditions are being defined & measured. A long term commitment is obvious.	Everyone recognizes that safety excellence is never ending.
	4	First, It Is A People Business; Things Are A Distant Second	Safety is done by inspection and compliance.	Employees have some feeling of involvement in the safety process but don't exhibit any sense of ownership.	Employees are beginning to have a sense of ownership for the safety process that goes beyond participation.	Focus is on employee involvement. Culture and attitudes are more important than physical defects	A well developed process for measuring and monitoring behaviors exists. The organization is moving toward deeper understanding.	The focus is on beliefs, values, and culture. It drives all other efforts and is related to all other measures.
	5	Put The Right Person In Charge	No emphasis is placed on who supervises safety or on the qualifications of the safety manager.	Token efforts are evident concerning safety staffing, but they have not been very effective.	Safety equality is a goal but is clearly not yet reality. Everyone knows safety is often the first thing to be cut.	Reporting relationships are good and safety staff are generally well qualified and have the resources they need	An effective top executive supervises safety. There is enough safety manager time spend and he/she is well qualified.	Only the best people are placed in safety positions. Their leader is a respected executive who goes to bat for safety.
	6	Use A Yardstick Everyone Can Read	Safety performance measurement is not understood and is rarely discussed at serious business meetings.	Safety measurement is mentioned but with little conviction and without response that can be seen.	Awareness of safety measurement is growing and at times results in responses.	Safety measurement is good but largely looking backward. There are responses but rarely targeted and with predictable results.	Measurement of safety is clear and generally understood. It is moving toward being more predictive than reactive.	Safety measurement looks forward, is positive, and everybody likes it because it includes everything that is important.
	7	Sell the Benefits...And They Are Many	Everyone talks about the burdens of safety. Benefits are rarely discussed or appreciated.	Occasionally someone points out the benefits of safety, but it is the exception instead of the rule	Safety is sold in company publications and at some meetings, but it is not really part of what we do and response is casual.	The benefits of loss prevention are often talked about--at times with commitment. But, it is not always a part of what we do.	The selling of safety is consistent and integrated. Employee involvement is "built-in." Talking safety is encouraged.	Talking safety benefits is a regular part of the organization culture. It is fully integrated. Everyone is aware of the benefits.
	8	Never Settle For Second Best	Safety is last when it comes to spending money and the first to be cut during hard times.	At times safety achieves equality with other considerations, but it is the exception, not the rule.	There is "safety first" talk and posters, but it is often not supported.	Safety normally is equal with other considerations but at times it is clear that there are higher priorities.	Loss prevention is considered essential to business success. Safety professionals are considered equals with other staff.	Safety is viewed as a profit center, not as overhead. Safety professionals are viewed as valuable organization assets.
	9	Be Guided By Logic, Not Emotion	The only way to get action on a safety item is to get emotional.	Safety is said to be a part of the management process but is driven differently. Action usually results from accidents or complaints.	Management is moving to act and not react and seek root causes, but old habits keep showing up.	Loss prevention is driven by process. Appeals to emotion still interfere more often than they should.	Emotion rarely affects safety decision making. But, occasionally pressure will lead to emotional responses.	Management refuses to react to unusual things that happen. They have complete confidence in their process and stick to it firmly.
	10	Empower Others Rather Than Seeking After Support	If the safety manager doesn't do it, it doesn't get done.	The safety manager plays a dominant role and delegates reluctantly.	Employee involvement is startling, but in the absence of the safety manager, the process usually doesn't work.	The organization understands the correct role of the safety manager but frequently reverts to dependent behavior.	The safety manager is working themselves out of a job. They are secure with their efforts to get everyone involved.	Employees don't just depend on the safety manager. The job performs special projects to help improve the program and likes it that way.
<input type="checkbox"/> Hourly <input type="checkbox"/> Salaried		Employee comments:						