

Improve Your Workplace Safety Culture by Empowering Your Staff

To create the foundation of a strong safety culture, inspire your staff to take action. Start by building a workplace environment that encourages staff input and collaboration. Highlight staff contributions, applaud employee achievements, and encourage self-discipline.

Recognition and encouragement are core elements of humanity. If company leadership can tap into these roots, a powerful employee response will begin to surface.

An effective way to start building this environment is to promote the notion that everyone is a leader. This helps spark an entrepreneurial spirit and a sense of ownership for all team members. Involve your staff in practice-wide processes and operations, such as conducting safety training sessions, writing proper job procedures, performing injury investigations, and leading safety audits.

Remember, the goal is to give the staff a strong sense of belonging and accomplishment while exercising control over their work environment.

To strengthen your workplace safety culture, keep these suggestions in mind:

1. Actions speak louder than words. Leadership must demonstrate support for the well-being and safety of all employees. Participate in safety training sessions, conduct safety observation tours, and administer accident investigations.
2. Engage your staff in safety management. Include staff in the creation of company-wide safety rules, workplace safety training, job procedures, and safety audits.
3. Foster an atmosphere of continuous improvement. Try conducting a job safety analysis of frequently performed tasks. Focus on areas that have experienced injuries. Try conducting safety analysis of tasks and



equipment use on a frequent basis; develop and implement a comprehensive staff suggestion program; and publish updates and safety improvements for your staff to read. This builds momentum.

When the leadership fosters an inclusive, encouraging work environment, intrinsic motivation is triggered within the staff member. Idealism grows and self-empowerment is strengthened. Your staff has a higher chance of following practice rules and safety procedures because they helped create them.

By empowering staff and including them in the creation of company practices, management will see an increase in production, higher attendance, and a greater sense of community. Teams will work more effectively together and will be more inclined to help each other. ■

Information provided by Preferred Employees Insurance, a Berkeley Company.