

Maturity of the safety culture

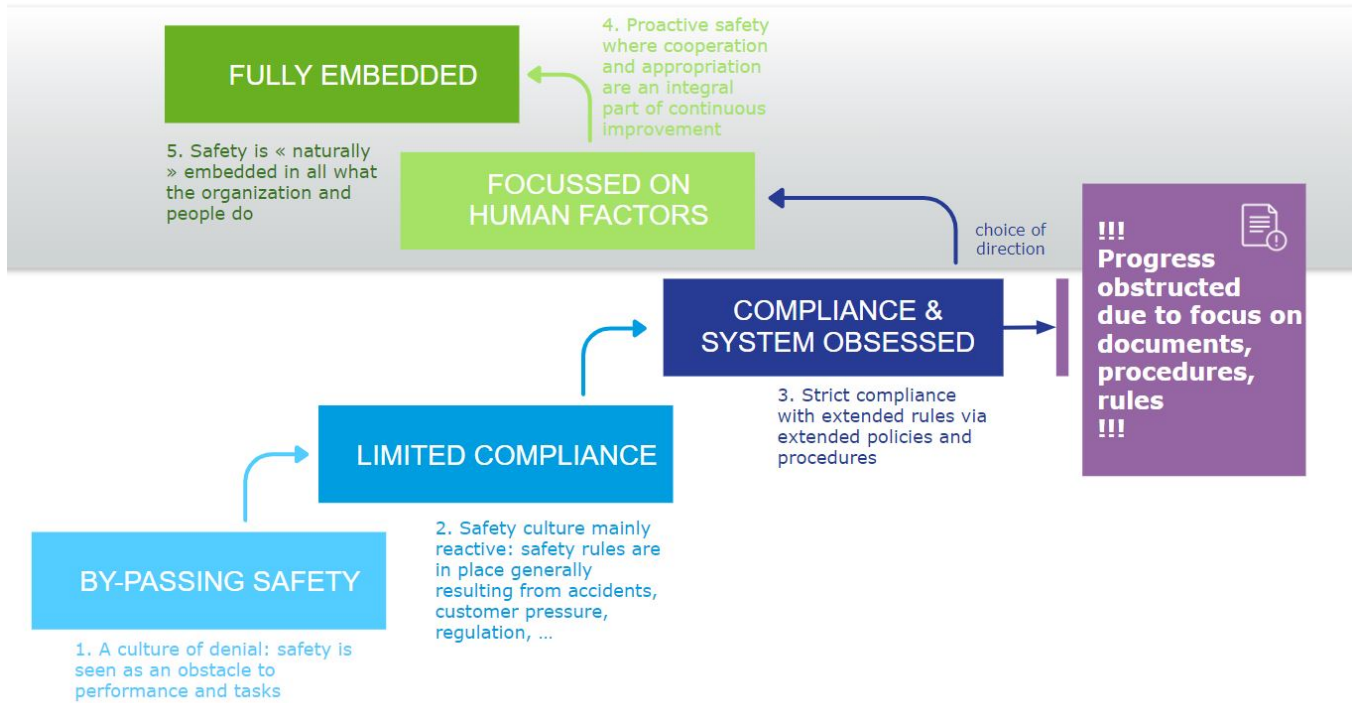
The Maturity of the safety culture of an organization can be illustrated on a 5 level ladder of safety culture advancement :

1. Pathological (avoidance of safety),
2. Reactive (limited compliance),
3. Calculative (compliance & system obsessed).
4. Proactive (focused on human factors) Proactive (focused on human factors)
5. Generative (safety is fully integrated)

Each step or level can be shortly described with a number of aspects of safety and is strong related with the **leadership style**. (see table)

Clicking on the image will open it in large format

MATURITY OF SAFETY CULTURE 5 LEVEL LADDER



5 levels - additional features				
1. Pathologicaly	2. Reactive	3. Calculative	4. Proactive	5. Generative
By-Passing Safety	Limited Compliance	Compliance & System obsessed	Focused on human factors	Safety is fully embedded
Management is not interested in prevention	Accidents are just bad luck	Compliance with procedures	Dialogue is promoted	Broad view of interaction between system & people.

Blame culture	No formal systems	Over reaction to accident	Management takes some responsibilities	Two way process
Leadership styles				
"Laissez-faire" leadership	"Transactional" leadership: management by exception	"Transactional leadership": contingent reward	"Servant leadership"	"Transformational leadership"
Avoids making decisions and taking actions	Waits for problems to arise before reacting	Uses rewards to obtain people's engagement.	Acts as a mentor or coach, focuses on individual needs and personal development.	Inspires people with a clear vision of what success looks like for the organization Engages people to create safety.