

How does your Safety Culture measure up?



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Building and sustaining a positive safety culture has the potential to improve overall safety within organizations and across industries. A strong safety culture enables organizations to operate with less risk and experience positive outcomes, such as fewer accidents, higher employee engagement and productivity, and increased public trust. As a result, many organizations would benefit from assessing and strengthening their safety cultures. MITRE's expertise in safety culture transformation can help your organization reach the next level of safety.

MITRE's Approach to Transforming Safety Culture

Positive safety culture is the sum of an organization's shared actions and behaviors that demonstrate a strong commitment to safety relative to competing goals and demands. Strengthening an organization's culture to one focused on safety begins with dedicated leadership exploring the current culture, understanding its strengths and weaknesses, and plotting a path forward. MITRE's safety culture assessment approach is based on years of research, leading practices, and input from safety culture experts around the globe.

MITRE has worked in numerous industries with strong safety missions (e.g., aviation, rail, automotive, food, healthcare) and has gained decades of experience working alongside government and industry. Coupled with a unique maturity model framework that allows organizations to see themselves compared to the industry standard, MITRE's approach allows leaders to see future possibilities and make data-driven decisions on how best to improve their culture.



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“Developing a strong safety culture has the single greatest impact on accident reduction.”

U.S. Occupational Safety and Health Administration

Benefits of MITRE's Assessment

- Provides a roadmap with leading practices for strengthening safety culture
- Identifies organizational enablers and barriers to improving safety outcomes
- Provides data to inform design and implementation of safety reporting programs and other initiatives

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The MITRE approach begins with a **comprehensive safety culture assessment** that involves collecting data from all segments of the workforce via interviews, surveys, and focus groups. The initial assessment creates a baseline; follow-up assessments track progress in strengthening the safety culture. Results of the assessment serve as the basis for future planning and culture change.

Key differentiators of MITRE's safety culture assessment approach include:

- **Proven safety culture survey** that measures 10 dimensions of safety culture, such as *Leadership Commitment to Safety*, *Reporting and Just Culture*, and *Agility and Continuous Learning*.
- **Innovative analysis and reporting tools** that provide easy-to-interpret, actionable results and an overall measure of safety culture across **four maturity levels**.
- **Safety culture training module** to prepare leaders to drive culture change.
- MITRE's ability to serve as a **neutral and trusted third party** providing an independent and unbiased perspective.

After the assessment is complete, MITRE partners with organizations to improve their safety cultures by providing data-driven recommendations based on our considerable experience and leading practices in operational safety, culture, organizational change, and behavioral science. Ultimately, we work to develop a tailored **roadmap** to guide implementation of safety culture initiatives.

Expanding Impact to Peers and the Operational Chain

The power of MITRE's safety culture assessment approach is that it enables safety culture comparisons to other entities with like or similar missions and the sharing of assessment information across organizational boundaries. This approach includes **peer-to-peer** comparisons that allow for discussion of mutual challenges and leading practices that can result in stronger cultures for all concerned.

Additionally, to help evolve safety culture holistically across the mission enterprise, MITRE assesses safety culture within and across the multiple organizations that comprise a **"shared mission" operational chain**. This new approach includes performing a safety culture assessment with all parts of the operational chain, paying special attention to the roles, services, responsibilities, and expectations across the chain.

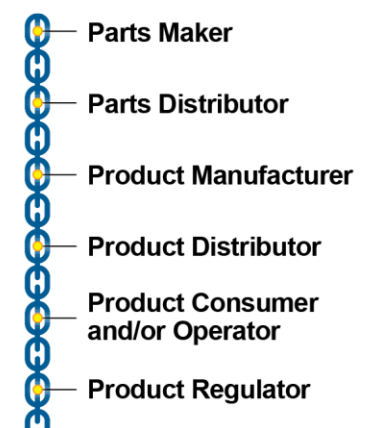
With assessment results in hand, participants can enact change in their own organizations and, in a confidential fashion enabled by MITRE's independence, share information that allows coordinated action across the chain. Addressing the weak "links" through a joint roadmap that infuses shared experiences and leading practices can impact the performance of the **entire enterprise**.

For information about MITRE's safety culture expertise and capabilities, contact safetymangement@mitre.org.

Example: Safety Culture Maturity Model



"Shared Mission" Operational Chain



MITRE's mission-driven teams are dedicated to solving problems for a safer world. Through our public-private partnerships and federally funded R&D centers, we work across government and in partnership with industry to tackle challenges to the safety, stability, and well-being of our nation.