Developing the Safety Culture - Team Feedback Form

This form is to be used for collecting feedback from a department or team on the safety culture. It will form part of the discussion at the manager's PDPR, with the aim to identify whether further development is required or if this part of the leadership ladder can be signed off.

The feedback is anonymous and the form must be provided to each member of the team to ensure their view is considered.

Department …………………………………………
Date ……………………………………………………
Return to ……………………………………………

1. How do you rate your manager's /supervisor's praise and feedback?				
5	4	3	2	1
Often praises safety behaviour		Rarely		Never

2. How often does your manager /supervisor coach rather than tell?				
5	4	3	2	1
Coaches by drawing out knowledge and options whenever feasible		Sometimes coaches by using questions rather than telling		Never uses coaching or questioning techniques

3. How often does your manager /supervisor lead by example?				
5	4	3	2	1
Always leads by example		Usually		Sometimes

4. How often does your manager /supervisor involve and empower?				
5	4	3	2	1
Involves and empowers in design and decision making when viable		Has involved and empowered but frequently misses chances to do so		Rarely if ever involves the team in design or decisions

5. How well does your manager / supervisor learn about improvement opportunities?				
5	4	3	2	1
Always asks 'curious why' questions and often asks anything slow or uncomfortable		Often asks 'curious why' questions and sometimes asks anything slow or uncomfortable		Rarely asks why curiously

6. How well does your manager /supervisor close out safety actions?				
5	4	3	2	1
Always follows up and ensures close out – or communicates cause of the delay		Quite good at following up and closing out safety related actions		Poor at following up and closing out safety actions

If you have any additional information to support your answers, please record these below
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