inquiry which are truly important to safety performance were not included, or did not correlate with performance for one reason or another, it must be understood that the Survey will not provide a complete picture of the site's "climate"--in the sense that one could expect a definitive blueprint of what must be done to reduce injuries, or that one could predict with certainty whether a site's injury performance is actually "good" or "less good" by simply looking at Survey results. It is also possible (but unlikely) that the Survey will yield no new information about the safety attitudes and opinions of employees; this would, nevertheless, be an important finding because it would confirm the accuracy of management's knowledge and understanding of their people.

To summarize, the Survey is a potentially valuable self-assessment tool which will help the site better understand itself. Data from this Survey, when carefully considered in combination with other relevant information, can be used by site management, with assistance from their S&OH consultant, to formulate constructive action.

OPTIONS

The following are two ways to enhance the value of this inquiry:

- No changes can be made in the Survey questions, in order to retain the statistical validity of the Survey. However, sites may wish to include a supplemental questionnaire of their own development (perhaps in conjunction with their S&OH consultant), which will cover areas of special interest to the site. "Customizing" the inquiry in this way is encouraged, since it will help focus on issues which are site-specific or which the Survey may not have addressed as comprehensively as the site would like. Because data on those additional items would be obtained in the controlled environment and from the same people as the Safety Climate Survey, it would be an efficient way to maximize the collection of useful data. (Feedback from a supplemental inquiry will be raw data and percents; comparisons are not possible.)

- Management may choose to repeat the Survey after one or two years. By doing so, trends can be identified and tracked which will help monitor progress toward long-term safety goals.

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