



# **Traits, Characteristics, Principles, Components or Attributes of Safety Culture**

Theory and Research

# Safety Culture is Multi-dimensional

- According to Schein's theory
- Supported by questionnaire research
- Practical

# Relationship of Traits to Safety Culture



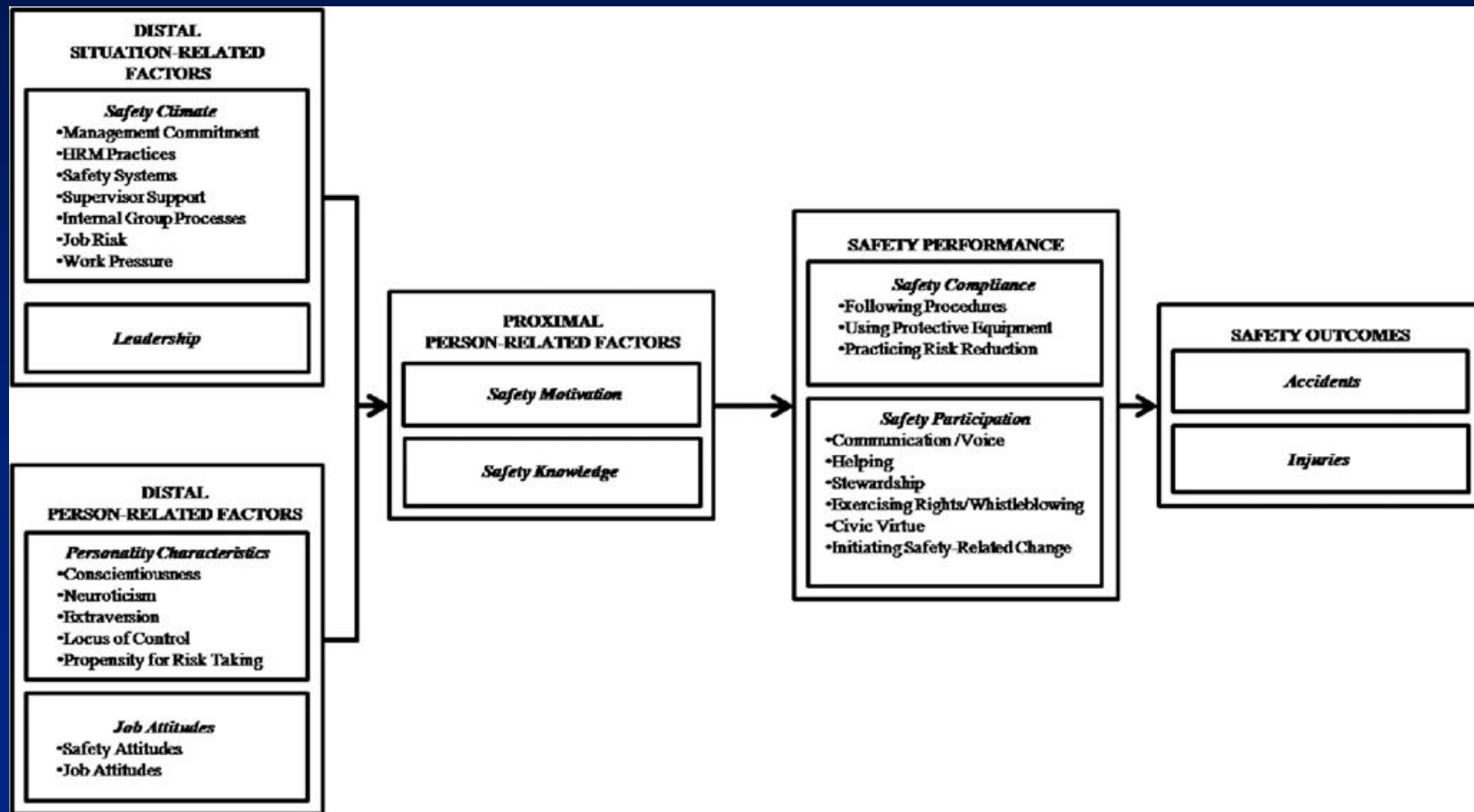
## Christian, et al (2009)

- Reviewed 500 studies
- Analyzed 90 (excluded driver behavior)
- Wide range of industries
- International

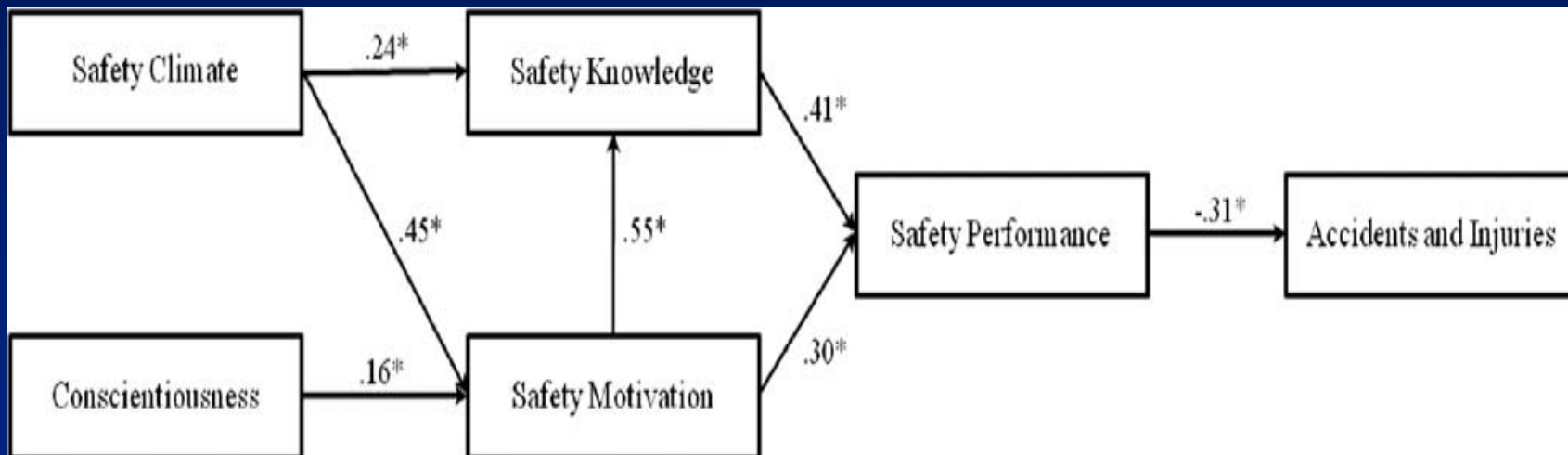
## Defined climate as perceptions of –

- Management commitment to safety
- Human resources practices
- Quality of safety systems
- Supervisor support for safety
- Internal group processes
- Group boundary management
- Risk associated with activities/environment
- Work pressure
- Leadership

# Proposed Model



# Final Model



## Other Findings

- Group-level , shared perceptions were more strongly related to safety outcomes than individual-level perceptions
- Individual-level perceptions were about equally related to safety behavior as group-level perceptions



## Implications

- INPO, NRC and INSAG lists of traits are fairly complete
- Appears to be support for developing a common terminology to describe safety culture traits
- Appears common terminology may also be applicable to individual contributors