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## **Culture and Workplace Safety**

Everyone plays a part in the culture in their job and in building the culture (or breaking it). When it comes to safety, the value of caring about your own well-being as well as those around you builds the culture.

Actions such as following safety rules, safe work practices, and stopping work to address hazards are some basic examples of living the core value of caring about everyone's well-being on the job.

When employees do not want to follow the rules, put others at risk for injury, or take shortcuts, then the culture is weakened.

You, as an individual worker, play a part in the larger culture of the company. If a large part of the workforce on a job is taking shortcuts and ignoring basic safety rules, what can be said about the culture there?

### **The Benefit of Building the Culture:**

There is a benefit to everyone at a work site when the culture is built on positive core values.

"The stronger the culture, the less corporate process a company needs. When the culture is strong, you can trust everyone to do the right thing. People can be independent and autonomous."

When the individuals of a workforce demonstrate that they are committed to living the value of caring for each other's well-being (safety), then there is much more autonomy and trust that is built.

Meaning, rules, and discipline are not needed to enforce safety; it becomes what is done.

This allows for the entire workforce to be able to enjoy a work environment that is more relaxed, respectful, and overall enjoyable to work at compared to working in a place where there is no trust, no autonomy, and where heavy rules and processes are relied on to attempt to force employees to take certain actions.

### **Summary:**

Culture is intricately connected to safety on the job.

When individuals choose to work safely and care about the well-being of each other, the culture can be strengthened.

When a strong culture is in place through living the core values set by the company, everyone reaps the benefit of working in a safer and more enjoyable workplace.