

Construct	Management Commitment and Employee Involvement and Relationships																					
Sub-Construct	Employee Involvement			Employer & Employee Trust		Management Safety Leadership										Safety Communication					Safety Recognition	
Q#	1	2	3	4	5	7	9	10	11	12	13	14	34	35	53	6	8	28	29	44	27	33
Question	How often do workers provide input in planning daily activities?	How often do workers give input in decisions affecting their safety and health at work?	Does your company have a defined employee involvement plan (i.e., safety committee, feedback program, etc.)?	There is a high level of trust between the field workers and their immediate supervisor at this company.	There is a high level of trust between foremen and company management at this company.	Which statement about management leadership best describes your company?	Those in charge of safety have the authority to make the changes they have identified as necessary.	Everyone has the tools and/or equipment they need to complete their work safely.	Workers and foremen have the information they need to work safely.	Safety is on the agenda of regular planning meetings with site superintendents.	We include the cost of safety in our bids.	Safety performance is a primary factor in hiring foremen.	Our company refuses to ignore safety rules when work falls behind schedule.	How often are workers kicked off a site?	Does your company employ a safety director?	Communication is open and employees feel free to voice concerns and make suggestions to management.	Safety expectations are clearly defined in policies, procedures, and guidelines, and communicated consistently across the company (and to all business partners).	Our company has a defined program for communicating inspection results.	What is the procedure for sharing the results of the routine safety inspections with all workers? (Please check all that apply.)	How often do you conduct stretch and flex sessions?	Workers are rewarded for reporting hazards.	Those who act safely receive formal or informal recognition such as a verbal thank you or being mentioned by name to supervisors or managers.
Value or Scale	0 = Never 0.25 = Occasionally 0.5 = Half of the time 0.75 = Most of the time 1 = Always 0 = I don't know	0 = Never 0.25 = Occasionally 0.5 = Half of the time 0.75 = Most of the time 1 = Always 0 = I don't know	1 = Yes 0 = No 0 = I don't know	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Managers always follow the safety rules. 0.75 = Managers mostly follow the safety rules. 0.5 = Managers follow some of the safety rules. 0.25 = Managers follow only basic safety rules. 0 = Managers do not follow any basic safety rules.	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Yes, we have a full time Safety Director on staff. 1 = We have an employee assigned to safety who also has other duties. 0 = We have an external provider for safety services. 0 = We receive safety services through our insurance carrier. 0 = No, we do not have a Safety Director on staff.	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	0.5 = Newsletter/email 0.5 = Posters 0.5 = Safety committee 0.5 = Paystub 0.5 = Toolbox talks/safety meetings 0.5 = Foremen meetings 0.5 = Inspection software 0 = We do not share results with workers 0 = I don't know	1 = Daily 0.75 = Weekly 0.5 = Monthly 0.25 = Once per project 0 = Only on sites that the GC requires stretch & flex sessions 0 = We do not conduct stretch and flex sessions 0 = I don't know	0 = Never 0.25 = Occasionally 0.5 = Half of the time 0.75 = Most of the time 1 = Always	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree
Source	OLIP OPPQ	IWH-OPM	CS	OLIP OPPQ #26	OLIP OPPQ / NEU	OSHA33 i-C-1	IWH-OPM	IWH-OPM	NEU	NEU	NEU	NEU	Zohar & Luria (2005)	NEU	NEU	OLIP OPPQ	NEU	CS	AEC	NEU	NEU	IWH-OPM
Notes																			If checked any of 1 through 7, 0.5 points per check (max 1 point)			

Construct	Hazard Identification and Assessment											
Sub-Construct	Inspections						Hazard Analysis		Hazard Reporting			
Q#	15	16	17	18	13	20	21	22	23	24	25	26
Question	At a minimum, how often are formal safety inspections conducted on site?	How often are workers involved in routine inspections, such as checking equipment, excavations, and walkthroughs?	Inspections result in prompt correction of hazards.	Who completes inspections? (Please check all that apply.)	The plan for every new job is reviewed by a team that includes field workers.	Equipment is routinely inspected by workers who use it.	How often do safety inspections occur towards the end of a job (when there may be time pressure)?	How often are Job Hazard Analyses conducted?	Workers are encouraged to give input into the hazard analysis for their own jobs.	Workers are comfortable reporting hazards.	Workers are encouraged to make suggestions on how to improve safety on projects.	What are the mechanisms in place for workers to report hazards? (Please check all that apply.)
Value or Scale	0 = Never 0.33 = Monthly 0.66 = Weekly 1 = Daily 0 = I don't know	0 = Never 0.25 = Occasionally 0.5 = Half of the time 0.75 Most of the time 1 = Always 0 = I don't know	0 = Never 0.25 = Occasionally 0.5 = Half of the time 0.75 Most of the time 1 = Always 0 = I don't know	0.2 = Project Manager 0.2 = Site Supervisor 0.2 = Safety Manager 0.2 = Foremen 0.2 = Workers	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	0 = Never 0.25 = Occasionally 0.5 = Half of the time 0.75 = Most of the time 1 = Always 0 = I don't know	1 = We do it daily 0.75 = Weekly 0.5 = Once per project 0.75 = When new tasks are introduced 0.25 = Only as needed 0 = We do not conduct Job Hazard Analyses	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Tell the foreman * = Tell the site supervisor * = Report to safety huddle the next day/ pre-task meetings the next day * = Submit via phone app * = Tell on-site safety rep * = Joint walk-arounds 0 = I don't know
Source	OSHA-33	OSHA-33	AEC	NEU	OSHA-33	WashU	NEU	WashU	OSHA-33	AEC	NEU	NEU
Notes												1 check = 0.25; 2 checks = 0.5; 3+ checks = 1 pt

Construct	Information and Training										
Sub-Construct	Training								Diversity/Language Accommodation		
Q#	36	37	38	39	40	41	42	43	45	46	47
Question	What is the minimum amount of safety training received by site supervisors? (Please check all that apply.)	What percentage of the on-site workforce has received OSHA 10 training?	What percentage of your project management staff has received OSHA 10 training?	Does your company conduct ongoing health & safety training for supervisors, including foremen?	We require our foremen to have the following: (Please check all that apply.)	Do you require foremen to have leadership training?	When a worker is new to our company, we require them to... (Please check all that apply)	How often does your company conduct safety toolbox talks?	Is more than one language spoken among your employees?	Do you provide safety training in more than one language (other than English)?	Do you provide safety information materials (posters, pamphlets) in another language other than English?
Value or Scale	0.5 = OSHA 10 1 = OSHA 30 1 = STS	1 = 80% or more 0.75 = From 60% to less than 80% 0.5 = From 40% to less than 60% 0.25 = From 20% to less than 40% 0 = Less than 20%	1 = 80% or more 0.75 = From 60% to less than 80% 0.5 = From 40% to less than 60% 0.25 = From 20% to less than 40% 0 = Less than 20%	1 = Yes 0 = No	0.33 = First Aid 0.33 = CPR 0.33 = Emergency Rescue 0.5 = OSHA 10 1 = OSHA 30	1 = Yes 0 = No	1 = Attend an on-site orientation safety meeting 1 = Attend generic safety briefings 1 = Watch a safety video 0 = Attend training on company policy/workers' rights 0.5 = Complete their on-site orientation as required by the company/general contractor	1 = Once per day 0.5 = Once per month 0.75 = Once per week 0.25 = As needed 0 = Never 0 = I don't know	1 = Yes 0 = No	1 = Yes 0 = No	1 = Yes 0 = No
Source	NEU	NEU	NEU	The Austin Company	AEC	AEC	AEC	NEU	API	SS	SS

Construct	Evaluation & Surveillance						
Sub-Construct	Temp Worker Evaluation	Injury/Illness Analysis			Safety Program Evaluation		Worker Safety Performance
Q#	62	30	31	32	48	49	35
Question	<p>If you hire temp workers, please indicate the degree to which you agree or disagree that temp workers are evaluated for their safety knowledge/skills.</p>	<p>How often does management share the company's injury statistics with workers?</p>	<p>Do you complete root cause investigations of the following? (Please check all that apply.)</p>	<p>To what extent are injury data analyzed and used for injury prevention?</p>	<p>How often does your company review and modify the safety and health program to correct deficiencies? (Please select all that apply.)</p>	<p>Do you conduct safety climate surveys among your workers?</p>	<p>How often are workers kicked off a site?</p>
Value or Scale	<p>1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree * = Do not hire temp workers</p>	<p>0 = Never 0.25 = Occasionally 0.5 = Half of the time 0.75 = Most of the time 1 = Always 0 = I don't know</p>	<p>1 = Near misses 0.75 = OSHA Recordable Cases 0.75 = DART incidents 0.75 = Property loss 0 = No, we do not do them 0 = I don't know</p>	<p>1 = Data trends are always fully analyzed and displayed; root causes are always identified 0.75 = Data trends are usually analyzed and displayed; root causes are sometimes identified 0.5 = Data is collected and analyzed centrally, and root causes are identified only in a satisfactory manner 0.25 = Data is collected and analyzed centrally and root causes are not well identified 0 = Little or no effort is made to analyze data regarding trends and causes 0 = I don't know (not in my job duties)</p>	<p>1 = We modify and review our safety and health programs on an ongoing basis 1 = When we start a new job 0.5 = When the general contractor requires it 1 = Periodically, such as once a year 0 = When an OSHA standard changes 0 = I don't know</p>	<p>1 = Yes 0 = No</p>	<p>1 = Never 0.75 = Occasionally 0.5 = Half of the time 0.25 = Most of the time 0 = Always 0 = I don't know</p>
Source	NEU	OSHA-33	NEU	OSHA-33	NEU	AEC	NEU
Notes			<p>If checked more than one of 1 through 4, award 1 point</p>		<p>Award 1 point for 1 or 2 or 4</p>		

Construct	Special Program Elements							
Sub-Construct	Alcohol/drug					OSHA programs		
Q#	54	55	56	57	58	59	60	61
Question	Does your company have a “return to work” program for employees who have been injured?	Does your company have a substance abuse policy that prohibits drug and alcohol use?	Does your company require all candidate employees to submit to a drug test before being hired?	Does your company perform drug and alcohol testing following EVERY employee work-related injury or accident?	Does your company have a reasonable suspicion drug and alcohol testing program?	Is your company a member of the SHARP program?	Does your company participate in the OSHA Voluntary Protection Program?	Are you part of an OSHA partnership program?
Value or Scale	1 = Yes 0 = No	1 = Yes 0 = No	1 = Yes 0 = No	1 = Yes 0 = No	1 = Yes 0 = No	1 = Yes 0 = No: I know about SHARP, but my company is not a member 0 = I don't know what the SHARP program is	1 = Yes 0 = No 0 = I don't know	1 = Yes 0 = No 0 = I don't know
Source	CS	CS	CS	CS	CS	CS	CS	CS

Construct	Emergency Preparedness		
Q#	50	51	52
Question	There is a crisis management or emergency action plan.	Workers have the resources needed to handle emergencies	All personnel know how to use emergency equipment.
Value or Scale	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree	1 = Strongly agree 0.75 = Agree 0.5 = Neither agree nor disagree 0.25 = Disagree 0 = Strongly disagree
Source	AEC	AEC	AEC

Key	
CS	ConstructSecure
OLIP	Ontario Leading Indicators Project
OPPQ	Organizational Policies and Practices Questionnaire
IWH-OPM	Institute for Work & Health Organizational Performance Metric
OSHA-33	OSHA Form 33
AEC	Academic/Expert Consultation
WASHU	Washington University
NEU	Northeastern University