

Safety Belief Diagnostic Tool: “Is Safety Just a Cost... or a Driver of Great Business?”

This reflection tool helps you explore how you really think about safety—and what’s driving those beliefs.

INSTRUCTIONS:

For each situation below, read both responses and choose the one that best reflects your instinctive reaction—not what you *should* say, but what you actually feel or would likely do. Tally up your choices at the end.

1. A worker is injured doing something unsafe but “got the job done.”

- A. We should address the behavior, but at least the work was completed.
- B. No job is done well if someone gets hurt. We need to learn from this.

2. A project is falling behind schedule.

- A. Let’s find ways to move faster—even if it means cutting a few corners.
- B. Let’s investigate why we’re behind and solve it without sacrificing safety.

3. Safety gear is expensive and underused by subcontractors.

- A. That’s their responsibility. We can’t babysit every crew.
- B. If they’re on our site, their safety reflects on us—we need to support and enforce it.

4. There’s high employee turnover in a risky environment.

- A. That’s just the nature of the work. Some roles always churn.
- B. High turnover is a sign we may be failing our people and our systems.

5. A newer worker reports a hazard that seems obvious.

- A. We’ve always worked around that—it’s not a big deal.
- B. Good catch. New eyes help us see what we’ve stopped noticing.

6. Safety reports are low, but you suspect issues aren’t being logged.

- A. Fewer reports = fewer problems. Let’s not go looking for trouble.
- B. If people aren’t speaking up, we may have a culture problem to address.

SCORING & INTERPRETATION

Count how many of your answers were “A” vs. “B”:

Your
Score Interpretation

5–6 A's You likely view safety as a necessary cost—not central to success. You may prioritize efficiency or tradition over innovation in safety. Consider whether this aligns with your values and long-term performance goals.

3–4 A's You’re torn. You recognize safety’s importance, but may still default to seeing it as overhead. Opportunity exists to reconnect with the human side of safety.

5–6 B's You see safety as fundamental to excellence. You likely believe caring builds culture, and that awareness and well-being drive better business outcomes. You’re aligned with Safe-ari™ principles.

Closing Reflection (Optional Discussion Questions)

What shaped your view on safety—experience, leadership, culture?
Have you seen safety framed as a burden? What was the result?
Have you experienced safety driving performance, trust, or retention?
Where do you think your organization stands on this issue?

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