



How Leaders Can Use This Safety Leadership Self-Assessment

This self-assessment is a valuable tool for leaders who want to build a stronger safety culture within their teams. By taking a few minutes to honestly reflect on the statements, leaders can evaluate how consistently they model and reinforce safe behavior.

Identify Strengths and Gaps

By rating each item, leaders can quickly see where they are setting a strong example—such as consistently wearing PPE or recognizing safe behavior—and where there may be room for growth, like following up on incident reports or setting clearer safety expectations.

Set a Personal Safety Goal

The reflection section encourages leaders to focus on one specific improvement area for the next 30 days. This keeps safety leadership manageable and actionable, while creating a clear next step for personal growth.

Align Actions With Accountability

Leaders can share their self-assessment results with a peer, supervisor, or safety professional to initiate a productive conversation about support, resources, or training needs. This fosters a sense of shared accountability and commitment to ongoing improvement.

Use it as a Team Development Tool

Supervisors and managers can also encourage their leadership teams to complete the assessment together, opening a discussion about collective safety leadership strengths and challenges. This supports alignment and shared responsibility for safety performance across departments.

Reinforce a Safety-First Culture

When leaders regularly reflect on their role in safety and act on what they learn, it sends a powerful message: safety is not just a checklist—it's a core leadership responsibility.



Safety Leadership Self--Assessment

Rate each statement using the scale: 1 = Never | 2 = Rarely | 3 = Sometimes | 4 = Often | 5 = Always

1. I consistently wear all required PPE. _____
2. I talk about safety during meetings and check--ins. _____
3. I address unsafe behavior respectfully and directly. _____
4. I actively listen when employees raise safety concerns. _____
5. I recognize and praise safe behavior on the job. _____
6. I participate in safety walkthroughs or audits. _____
7. I know how to identify and report workplace hazards. _____
8. I follow up on near--miss or incident reports. _____
9. I set clear safety expectations for my team. _____
10. I hold myself and others accountable for safety. _____

Total Score: _____ / 50 (see score guide below)

Reflection Questions:

1. What are two areas where I scored highest?

2. What's one area I want to improve in the next 30 days?

3. What support, tools, or training do I need to succeed?



Safety Leadership Self-Assessment: Score Guide

Use this guide to interpret your total score out of 50 from the Safety Leadership Self-Assessment.

41–50: Excellent

You are consistently demonstrating strong safety leadership. You model safe behavior, communicate clearly, follow up on concerns, and hold yourself and others accountable. Your actions contribute to a strong safety culture. Keep it up, and consider mentoring others on your team.

31–40: Good

You are showing solid safety leadership in many areas, though there may be some inconsistencies. Review your reflection answers and focus on one or two areas for improvement over the next 30 days to strengthen your impact.

21–30: Needs Improvement

You're engaging with safety leadership occasionally, but opportunities exist to increase consistency and impact. Focus on high-leverage actions like addressing unsafe behavior, setting clear expectations, and following up on concerns.

10–20: At Risk

Your current safety leadership behaviors may not be reinforcing a safe work environment. It's time to re-engage with your role in safety, seek support or coaching, and make a commitment to visible, consistent leadership.

Tip: Revisit the self-assessment monthly or quarterly as part of your leadership development. Discuss your results with a safety peer, supervisor, or coach to stay accountable and aligned with your safety goals.