Culture Survey

Why culture?

Culture reflects the attitudes, beliefs, perceptions and values that people share. We are particularly interested in looking at your workplace culture and the impact that this has on work health and safety. Having a robust safety management system, as well as an organisational culture that supports safety is the best defence in reducing injury and illness in the workplace.

How do you measure culture?

A culture survey is widely accepted as the best analytical approach to understanding workplace culture. Following a comprehensive literature review, and with validation completed by Griffith University, icare has developed a 48 item questionnaire using a 7 point Likert scale. The questionnaire measures culture across 5 dimensions:

- Leadership
- Communication
- Interpersonal relationships
- Guidelines, procedures and resources
- Reporting

Using an online survey platform, icare can distribute the culture questionnaire across your workforce.

What's my role?

Your Injury Prevention Specialist will work with you to identify the best time to send out the questionnaire and how this will be communicated to your workforce. Email is the easiest distribution method for the survey so you will need to provide us with a list of all the email addresses for your employees. If some employees do not have an email address we will work with you to determine the best way to get these people to complete a hard copy of the survey. We will talk to you about the response rate and some reminders may be required.

What will I get?

You will get a personalised culture dashboard for your business. Your dashboard will give you insights with regards to the different attitudes, beliefs and perceptions that exist across the different areas of your business. Your Injury Prevention Specialist will then help you to understand what you can do to positively influence the workplace culture. Influencing your workplace culture does not need to be complicated. It may involve thinking about key messages that are communicated, as well as how this communication occurs. It may also be about changing the practices and structures that exist and considering how these influence behaviour.

PROTECT TOGETHER