



# SAFETY 360

The PBC Safety 360 is a multi-rater survey that allows managers, peers and reports to provide feedback on key Safety Competencies.

Safety is the most critical area in which managers must convey a consistent message; collecting feedback from all relevant groups is an effective method of ensuring that a leader is fully supporting the organisation's philosophy on safety.

## HOW DO YOUR PEOPLE MEASURE UP ON SAFETY CRITICAL COMPETENCIES?

### APPLICATIONS

- Allows organisations to identify whether a manager is communicating a consistent safety message to reports, peers and executives
- Makes specific recommendations for immediate action planning
- Integrates directly into any established performance review program
- Can compare with previous Safety 360 data to ascertain whether safety behaviours have improved over time as a result of safety initiatives
- Helps to identify immediate safety critical challenges; for example, training, equipment or contractors

### HIGHLIGHTS

- Provides scores across 11 dimensions related to safety leadership
- Fully administered by PBC (including set-up and ongoing communication)
- Access to the User Portal to advise on completion status
- Provides qualitative and quantitative feedback
- Can be used in conjunction with, or independently of, the Hogan Personality Assessments
- Benchmarks the individual manager's score against their self-score, their score from their managers, peers and direct reports, and the average for all managers
- Scores each manager on a scale from 'outstanding' to 'needs development'
- Identifies key strengths and development opportunities