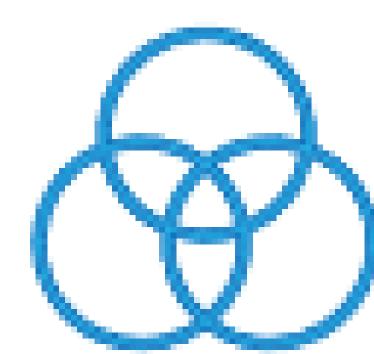
ORGANIZATIONAL READINESS FOR TOTAL WORKER HEALTH® SURVEY

1

Current program integration



Evaluates the degree of integration between safety, health, and well-being (SHW) initiatives.

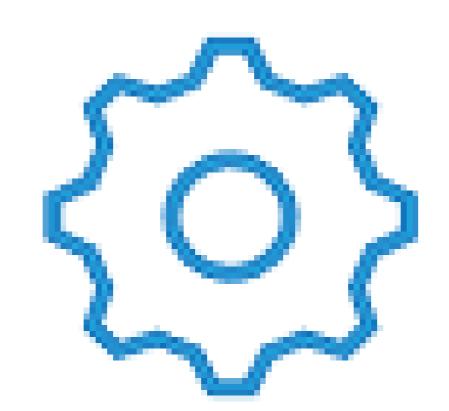
Questions

- 1a. This organization has health and well-being activities for employees. Examples: smoking cessation, cholesterol check, and exercise or nutrition programs.
- 1b. This organization has safety activities for employees. Examples: safety committee, regular safety walk-throughs, accident/injury analysis process, safety training program, work safety policies.

 1c. Safety activities occur together with health and well-being activities.

2

Prevention approaches



Appraises working conditions affecting SHW.

Questions

- 2a. This organization prevents or reduces exposures to any physical risk factors that may affect health or safety, such as toxic chemical exposures or loud noises.
- 2b. This organization improves working conditions that may affect health or safety, such as shift work, scheduling, work pace, or over-time.
 2c. This organization designs the workplace for employee comfort and injury prevention, such as providing

3

Resource availability



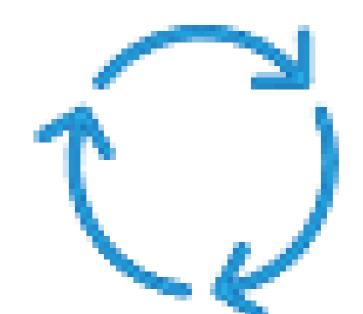
Gauges resources for SHW such as knowledge, personnel time, and facilities.

Questions

- **3a.** In this organization, there are physical spaces available to deliver training for health and safety.
- **3b.** In this organization, employees have time available to work together on safety and health initiatives.
- **3c.** In this organization there are knowledgeable employees available to assess the effectiveness of a new health and safety program.

4

Support for change initiatives



Rates support for continuous improvement of SHW.

Questions

- **4a.** Management regularly tries new approaches to occupational health and safety policies and practices.
- **4b.** Management supports the efforts of all employees to improve the safety and health of the workforce.
- **4c.** Management provides sufficient resources to train staff on changes to health and safety programs.
- 4d. In this organization, learning how to use new procedures and/or techniques is made easy.

5

Use of teams



Assesses support for employee-led teams.

<u>Ouestions</u>

- 5a. In this organization, there are small teams of employees that meet regularly.
- 5b. In this organization, it would be easy for a team of employees, supervisors, and managers to be brought together to meet every other week.
- **5c.** In this organization, it would be easy for a team of employees to be brought together to meet every other week.
- 5d. Management ensures that teams typically include members with the necessary expertise to get the job done.

Teamwork

adjustable desks and chairs.



Evaluates effective collaboration between employees.

<u>Questions</u>

- **6a.** My immediate supervisor takes time to listen carefully and discuss people's concerns.
- **6b.** My immediate supervisor encourages new ways of looking at how we perform our jobs.
- **6c.** My immediate supervisor gets people to work together for the same goal.
- **6d.** My co-workers and I have mutual trust and cooperation.

7

Employee participation



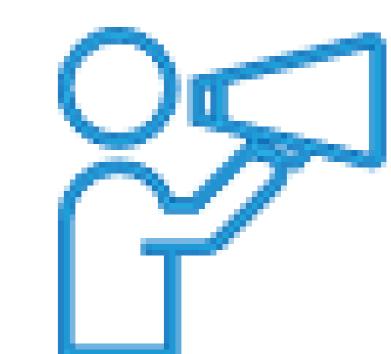
Appraises openness and responsiveness to employee suggestions of SHW.

<u>Questions</u>

- **7a.** There is a process in place for employees to raise issues/concerns regarding health and safety.
- **7b.** Suggestions from employees are considered equally along with suggestions from supervisors.
- **7c.** Suggestions from employees about work-related issues are routinely acted on.

8

Management communication `



Assesses perception of effective SHW communication.

<u>Questions</u>

- 8a. Management always explains why changing a health or safety program is needed.
- **8b.** Management regularly communicates with all employees about resources, programs and policies affecting the workforce.
- **8c.** Supervisors and managers communicate regularly about safety, health and well-being issues with employees.