

Award Types and Levels

Ten Award Criteria	Certification		Accreditation	
	Bronze	Silver Bronze Award Plus:	Gold Silver Award Plus:	Platinum Gold Award Plus:
1. Safety Team	<ul style="list-style-type: none"> • Team is operational • Team represents the workforce 	<ul style="list-style-type: none"> • Team is well-staffed • Members of the team are trained on the application of behavioral technologies 	<ul style="list-style-type: none"> • Members of the team seek continuous learning opportunities in the behavioral sciences and application of behavioral technologies • Team leadership functions are shared or readily transferable to other capable team members 	<ul style="list-style-type: none"> • Members of the team seek opportunities to serve as trainers or educators in the behavioral sciences and application of behavioral technologies
2. Management Support and Engagement	<ul style="list-style-type: none"> • Management is supportive of the program • Key organizational leaders, such as the safety officers and leaders of other organizational units, are adequately engaged 	<ul style="list-style-type: none"> • Management and key organizational leaders are visibly supportive and well-engaged 	<ul style="list-style-type: none"> • Evidence of management support and engagement is documented • Key leaders across all levels of management and organizational are held accountable for features of the program 	<ul style="list-style-type: none"> • Key leaders across all levels of management and organizational units acquire knowledge and training in the behavioral sciences • Program success and sustainability is documented across changes in management or leadership in other key organizational units
3. Worker Knowledge, Skills, and Involvement	<ul style="list-style-type: none"> • Safety team can demonstrate a working knowledge of the program and its operations • Employee engagement in the BBS program is incomplete 	<ul style="list-style-type: none"> • Many employees can demonstrate a working knowledge of the program and its operations • Many employees are engaged in the program 	<ul style="list-style-type: none"> • All employees interviewed demonstrate a working knowledge of the program and its operations • Many employees are engaged and willing to participate on safety teams 	<ul style="list-style-type: none"> • The entire workforce, including temporary and contract workers, is engaged in the program • Employee suggestions leading to program improvements are documented and communicated
4. Risk Analysis, Pinpointing, and Behavioral Observations	<ul style="list-style-type: none"> • Behavioral observations supplement, but do not replace, other safety processes • Observations are voluntary and anonymous • When observation systems/technology do not allow for anonymity, policies are implemented to prevent blaming or punishing workers 	<ul style="list-style-type: none"> • Observations are formalized and directed to priority targets through risk analysis and pinpointing • Multiple observations are performed monthly • Data are compiled and analyzed at least monthly • Observers are well-trained and well-staffed 	<ul style="list-style-type: none"> • Targets for observation are periodically re-assessed and prioritized • Data are compiled and analyzed at least monthly • Interventions derived from analyses include systemic/process and equipment changes (instead of just awareness training) • Data are checked for accuracy and quality 	<ul style="list-style-type: none"> • Procedure for conducting observations is evaluated regularly • Observers are periodically evaluated and coached directly through partner or dual observations • Task-specific behavioral observations are conducted on prioritized targets that include process safety concerns
5. Goal Setting and Incentives	<ul style="list-style-type: none"> • Realistic performance goals are limited to priority targets • If used, incentives are not linked to lagging safety outcomes, such as injury rates 	<ul style="list-style-type: none"> • Goals are set for participation rates • If used, incentives are applied to safety process behaviors only 	<ul style="list-style-type: none"> • Goals are set for safety process behaviors only • Goals are set for quality observations yielding at-risk behaviors and comments • If used, incentives programs are continuously evaluated and, if necessary, refined 	<ul style="list-style-type: none"> • Goals are interrelated with other safety processes and set at all levels of the organization • Program is demonstrated to be effective without financial or contrived incentives

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6. Effective Communication and Performance Feedback	<ul style="list-style-type: none"> • Safety and performance feedback is provided to workers • Performance feedback is positive 	<ul style="list-style-type: none"> • Performance feedback is frequent and immediate • Behavioral initiatives, outcomes, and program status are communicated regularly (e.g., safety briefings, meetings, posters, flyers, etc.) 	<ul style="list-style-type: none"> • Performance results are summarized and communicated with employees • Follow-up on safety concerns are well communicated and documented • Consequence-based safety solutions (e.g., those including monitoring and feedback) are common • Antecedent-only safety solutions (e.g., those including information or training only) are rare 	<ul style="list-style-type: none"> • Performance results are detailed and communicated in multiple modes and channels throughout the organization • Performance feedback and monitoring are presented in conjunction with multiple leading indicators • Quality of feedback and communication methods are evaluated routinely • Consequence-based safety solutions are the norm
7. Evidence of Program Effectiveness	<ul style="list-style-type: none"> • Lagging outcomes (e.g., incident rates; time off work, etc.) are tracked 	<ul style="list-style-type: none"> • Positive impact is demonstrated mostly on safety processes and leading outcomes (e.g., observation rates, audit rates, near misses, etc.) 	<ul style="list-style-type: none"> • Sustained impact on lagging indicators of injuries and other metrics of program effectiveness is demonstrated for 3 or more years below industry benchmarks 	<ul style="list-style-type: none"> • Sustained impact and program effectiveness is demonstrated for 6 or more years below industry benchmarks • Impact is demonstrated on multiple lagging indicators including business metrics (e.g., workers compensation premiums)
8. Continuous Improvement and Succession Plans	<ul style="list-style-type: none"> • CI plan has not yet been proposed or implemented 	<ul style="list-style-type: none"> • CI plan has been proposed or drafted, but it is not yet operational 	<ul style="list-style-type: none"> • CI plan is operational • Examples of corrective actions or other program improvements are well-documented • CI plan includes succession planning for key program leaders and champions 	<ul style="list-style-type: none"> • Evidence for effectiveness of CI actions are well-documented • Evidence of effective succession planning is documented
9. Extended Applications of Behavioral Technologies	<ul style="list-style-type: none"> • Application of behavioral technologies is limited to the behavioral safety program 	<ul style="list-style-type: none"> • Application of behavioral technologies has been explored with other organizational priorities (e.g., quality) 	<ul style="list-style-type: none"> • Application of behavioral technologies have been proposed or drafted with other organizational priorities 	<ul style="list-style-type: none"> • Behavioral technologies have been successfully extended to other organizational priorities
10. Corporate Responsibility and Outreach	<ul style="list-style-type: none"> • Safety processes and safety records are transparent and reported 	<ul style="list-style-type: none"> • Successes and failures are shared internally to help advance the identification of best practices within the company 	<ul style="list-style-type: none"> • Successes and failures are shared with company partners and contractors to maximize safety across all operations • Company promotes the adoption of behavioral technologies by contractors and other business partners 	<ul style="list-style-type: none"> • Successes and failures are shared to help advance the identification of best practices industry-wide • Company promotes the application of behavioral technologies industry-wide • Company supports or collaborates with safety researchers to help advance the science

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