

# SAFETY AND HEALTH IMPROVEMENT PROGRAM TRAINING

## ABOUT THE PROGRAM

The Safety and Health Improvement Program is an evidence-based program designed to increase team-based discussions that help improve work-life balance. It includes supervisor online training modules, behavior tracking templates, tools for team discussion, and strategies that can help improve the safety, health and well-being of employees.

After the initial training, it is recommended that participants track their use of the family and safety supportive behaviors learned for a period of two weeks after to reinforce knowledge and skill utilization.

## WHY USE THIS TRAINING

- Reduces employees' stress and work-life conflict
- Increases team communication and effectiveness
- Improves employee health and safety
- Enhances work processes and practices

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*“Employees were cautious at first, but now they’re the ones asking supervisors if they can revisit the team effectiveness goals. They’re really enthusiastic.”*

-Suzanne Kahn, Portland Bureau of Transportation

## PROGRAM MAKEUP

**ONLINE TRAINING.** One-hour online teaches supervisors to support safety and work-life balance among employees.

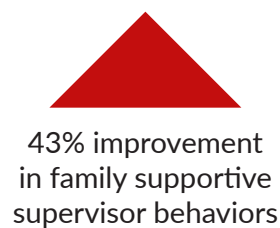
**BEHAVIOR TRACKING.** Participants track how much they applied the trained supportive supervisor behaviors with their teams over a two-week period.

**FOLLOW UP.** Facilitated follow-up sessions where participants brainstorm improvements in work practices, communication, and team collaboration. This includes check-ins to ensure what is learned and discussed becomes part of daily practices.

## BEHIND THE SCIENCE

The Safety and Health Improvement Program study was tested in the construction industry with a sample of 528 employees. The intervention focused on increasing supervisor support and team effectiveness to impact employee safety, health, and well-being.

Study results showed the intervention reduced employee blood pressure by 19%. Additionally, the strongest effects were among work crews that had poorer relationships with their supervisor and those with lower team cohesion. In these groups there was a marked improvement in family supportive supervisor behaviors, team effectiveness, and work-life effectiveness.



\*Effect size in Cohen's d: .20=small, .50=medium, .80=large

## Ready to improve safety and health in your workplace?

The Safety and Health Improvement Program is available for companies and organizations of any size. A licensing fee for the training is determined by the number of participants. Additionally, the program can be tailored to your brand and licensed for use within your learning management system, if desired.

Visit [www.supportiveleadership.org/safety-support](http://www.supportiveleadership.org/safety-support) for more information or to contact us about adopting the program.

