



Enhancing Culture of Safety: Meaningful Work

Safety is not about numbers, ECRI Institute PSO reminded members in a [recent webinar](#) (login required). Instead, it is about staff going home each day proud of their accomplishments.

The culture of an organization incorporates shared basic assumptions—values, beliefs, and behaviors—that inform the actions of the workforce in many explicit and implicit ways.

Five subcultures

There are five subcultures within a culture of safety:

- An informed culture (emphasis on collecting, analyzing, and communicating information)
- A reporting culture (emphasis on all staff members reporting usable data)
- A just culture (emphasis on trust among coworkers)
- A flexible culture (emphasis on resilience in the face of change and respect for each other's abilities)
- A learning culture (emphasis on competency and willingness to adapt)

The goal of a culture of safety

When fully realized, a culture of safety allows staff to identify and report a possible risk (i.e., a hazardous condition), guides staff members in behavioral choices, supports managers in using systems to enhance worker performance, and lines accountability up with behavioral choices rather than outcomes.

Take steps to strengthen safety culture

[Safety culture needs to have its roots at all levels of the organization](#). Mission and vision statements direct the overall goals of the organization, while organization values provide a framework in which to make decisions. Job descriptions should include safety-related responsibilities and performance measures. Executive walk rounds can facilitate the answering of any questions and identification of improvement opportunities. And lastly, a [variety of educational programs](#) can help to shape and reinforce a growing culture of safety.

[Contact us](#), and let us demonstrate [how we can support and assess your culture of safety](#) in the hospital, physician practice, and long-term care facility.

New from Joint Commission

New Sentinel Event Alert Focuses on Preventing Patient Falls, mentions the work of ECRI Institute PSO.

- [Click here to read the press release.](#)

Patient Safety Center

World-class research, guidance, and tools made available to the public.

ECRI Institute is committed to patient safety, as it is the key element of our mission. The [Patient Safety Center](#) contains publicly available free resources to help all healthcare providers improve the quality and safety of the care they provide.

ECRI Institute is Hiring!

Are you seeking employment with an organization that focuses on improving healthcare and values and respects its staff? We are actively looking for patient safety and risk management experts for several positions. [Learn more.](#)

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