

OREM SCWE Self-Assessment Interview Questions

L.1.a How do OREM managers' actions demonstrate their commitment to safety? Examples? Please explain.

L.1.b How does OREM management help employees understand current safety issues and safety improvement focus areas? Examples? Please explain.

L.2.a Does OREM management really know what goes on around your workgroup and in the field? Examples? Please explain.

L.2.b Do OREM managers and supervisors "walk their spaces" in the office and in the field and display behaviors that reflect safety as an overriding priority? Examples? Please explain.

L.3.a Do you believe there is a high level of trust in OREM? Examples? Please explain.

L.3.b How do managers and supervisors respond when an employee raises a concern? Examples? Please explain.

L.3.c How comfortable do you feel in discussing with your supervisor or OREM management any concerns you have? Examples? Please explain.

L.3.d When needed, are there fair and objective methods available to resolve conflict and unsettled differing professional opinions? Examples? Please explain.

L.4.a How do managers and supervisors recognize excellent performance as well as hold personnel accountable for less-than-adequate performance? Examples? Please explain.

L.4.b How do you know what standards of behavior and work performance are expected of you? Examples? Please explain.

E.1.a How would you recommend teamwork be improved in OREM? Examples? Please explain.

E.1.b How and how well are you informed about other project or divisions' work activities that could affect the performance of your work? Examples? Please explain.

E.1.c Do both individuals and teams work across projects and divisions to maintain a clear focus on working safely? Examples? Please Explain.

O.1.a Are employees encouraged to offer innovative ideas, concerns, suggestions, differing opinions, and questions to help identify and solve problems? Examples? Please explain.

O.1.b Do managers and supervisors respond to employee questions in an open, honest, and timely manner? Examples? Please explain.

O.2.a Are there organizational weaknesses in OREM that you have observed and, if so, what do you think should be done?

O.2.b Is OREM organized in a way that best facilitates effective communication, work prioritization, and responsiveness to identified problems. Examples? Please explain.

O.2.c How well are you informed about corrective actions taken (including results) to correct problems that affect your work? Examples? Please explain.

O.2.d Have you participated in any performance improvement or problem solving processes? Examples? Please explain.

O.3.a How well does OREM monitor the safety culture of the organization and its contractors? Examples? Please explain.

O.3.b In your experience, how well are abnormal situations recognized, thoroughly investigated, and promptly mitigated. Examples? Please explain.

O.3.c How well does OREM track and trend performance indicators which provide an accurate representation of performance? Examples? Please explain.

O.4.a When the decision making process is going on, how comfortable do you feel expressing a different opinion? Examples? Please explain.

O.4.b When employees express an opinion about something they think is not correct, do supervisors and managers encourage this questioning attitude and foster constructive discussions? Examples? Please explain.

S.1.a In your experience, do you believe there are sufficient contract incentives in place to prevent budget and schedule pressures from having a detrimental influence on safe operations, management of complex technical issues, or responsiveness to employee concerns? Examples? Please explain. (This question may not apply to all those being interviewed.)

G.1.a In general, are you concerned that you would experience some form of retaliation if you raise a safety issue to OREM management?

G.1.b Do you have any suggestions about actions that can be taken to improve/enhance the safety culture in OREM? Examples? Please explain.

G.1.c Based on this effort and questions we have asked, is there anything you would like to add? If yes, Examples? Please explain.