Leadership Responsibility & Support Check

A quick conversation starter for owners, managers and supervisors.

VirtuOHS

NAME / TEAM _____ DATE _____

HOW TO USE

Choose one response for each statement, then note what shows you this. An example you can point to carries more weight than a general feeling. Use the results to talk about what is working and where support may help.

Leadership support

	STATEMENT	WORKING WELL	COULD IMPROVE	UNSURE	WHAT SHOWS US THIS?
1	People assigned responsibilities can describe them and show how they carry them out.	☐	☐	☐	
2	Decision-making authority and escalation are clear, and we have seen them work when a real issue came up.	☐	☐	☐	
3	We have seen people apply their training and judgement in real or realistic situations, not only complete the training.	☐	☐	☐	
4	Enough time and resources are available for responsibilities as the work is actually done.	☐	☐	☐	
5	People know how to raise concerns, and we can point to examples where concerns led to follow-up.	☐	☐	☐	
6	Our systems reflect how work is done today, and what we learn from the work feeds back into them.	☐	☐	☐	

Turn the conversation into one practical step

ONE THING WE ARE DOING WELL

_____

AN EXAMPLE WE CAN POINT TO

_____

ONE ADJUSTMENT THAT WOULD HELP

_____

WHO WILL HELP MOVE IT FORWARD _____ CHECK BACK ON _____

A discussion tool, not a compliance audit or substitute for legal OHS duties.