

**BOBBI SAYS:**

**7 SAFETY GAPS  
MOST COMPANIES  
DON'T KNOW  
ARE COSTING  
THEM MONEY**

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## Why “good” safety programs still fail quietly:

Most organizations don't ignore safety. They train. They document. They audit.

Yet injuries, near misses, turnover, and rising insurance costs still show up.

## Why?

Because **safety performance is driven by culture—not binders.**

Here are seven common gaps we see in otherwise “compliant” safety programs that quietly undermine results.

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# 1. SAFETY IS TREATED AS COMPLIANCE- NOT PERFORMANCE

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When safety exists primarily to satisfy audits, it disappears under production pressure.

What this looks like:

- Safety discussions only on scheduled timeframes.
- Policies followed when being observed.
- Shortcuts returning during busy cycles.

## **Business impact:**

Inconsistent behavior, higher incident rates, reactive costs.

## 2. SILENCE IS MISTAKEN FOR BUY-IN

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Low complaint volume often signals fear—not trust.

Warning sign:

Little to no near-miss or hazard reporting.

**Business impact:**

Low complaint volume often signals fear—not trust.

## 3. SAFETY COMMUNICATION IS ONE-WAY

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Policies are issued. Posters are hung. Talks are delivered.

But feedback rarely travels upward.

**Business impact:**

Front-line risk intelligence is lost.  
Workarounds become normal.

# 4. SUPERVISORS ARE ASKED TO ENFORCE—NOT LEAD—SAFETY

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Most supervisors were promoted for technical skill, not **necessarily** people leadership.

What happens:

- Safety feels punitive.
- Coaching turns into discipline.
- Dependent on supervisor - varies between shifts and departments.

## **Business impact:**

Distrust, turnover, and inconsistent enforcement.

# 5. INCIDENTS ARE INVESTIGATED- BUT SYSTEMS AREN'T

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Root cause stops at “human error.”

What's missed:

- Work design, leadership signals, production pressure.
- Core policies and enforcement.

## **Business impact:**

Repeat incidents with different names.

# 6. METRICS LAG REALITY

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Injury rates show what already happened.

Missing:

- Leading indicators that predict breakdowns *before* injuries occur.
- Leadership not fully measuring or understanding the COST of injuries.

## **Business impact:**

Leadership is always reacting—never preventing.

# 7. CULTURE IS ASSUMED—NOT MEASURED

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Organizations say “safety is a value,” but never verify it.

Missing:

- Mistaking priorities for values.
- No overall value for employee - not just their safety.

## **Business impact:**

Inconsistent expectations and results with higher turnover and lower productivity and profits.

## About the Author



With over 30 years of dedicated safety experience, Bobbi K. Samples, CSP is a seasoned professional renowned for her expertise in ensuring the well-being of individuals in manufacturing and construction environments. Her extensive background includes on-site roles in manufacturing and construction, coupled with a wealth of experience as a safety and health consultant. Bobbi is also the creator of The Safety Program Accelerator; a personalized, interactive online training program offering students a resume-building Certified Safety Program Architect™ certification.

Bobbi has played a pivotal role in guiding numerous companies to achieve and maintain compliance with OSHA regulations. Her in-depth knowledge and innovative approach to safety training have empowered organizations to foster a culture of safety, leading to enhanced workplace well-being and accident prevention. Her visionary leadership is further evidenced by her involvement in imagining, developing, and owning over six businesses, showcasing her diverse skill set and commitment to driving success.

Bobbi's impact extends beyond individual businesses, as she has actively contributed to improving safety cultures within Fortune 500 companies. Her collaborative approach and ability to navigate complex organizational structures have made her an invaluable asset to corporations seeking to elevate their safety standards.