

Use these open questions for private, blame-free practice interviews. They are conversation starters, not a script, and there are no model answers. Listen for real examples. When someone can't describe part of the program, record it as a program gap to fix. Don't record names on this form.

Interviewer	Date	Role interviewed

Level

- | | |
|---|---|
| ☐ Senior or middle manager | ☐ Supervisor |
| ☐ Worker | ☐ New or transferred worker (past 12 months) |

Workers

Conversation starter	Clear example	Gap	Notes
What are the main hazards in your job, and how are they controlled?	☐	☐	
When did you last do a hazard assessment, and what was on it?	☐	☐	
How would you report a hazard, injury or near miss? What happens next?	☐	☐	
What would you do if the alarm sounded right now?	☐	☐	
What are your health and safety rights?	☐	☐	
What training did you get for the tasks you do?	☐	☐	
What's one thing that changed because someone raised a concern?	☐	☐	

Supervisors

Conversation starter	Clear example	Gap	Notes
What are your health and safety responsibilities?	☐	☐	
Tell me about the last inspection you did and what came of it.	☐	☐	
How do you orient a new worker on your crew?	☐	☐	
How do you review your crew's field-level hazard assessments?	☐	☐	
What did you do the last time someone was hurt or nearly hurt?	☐	☐	
What's your role in an emergency?	☐	☐	

Managers and the owner

Conversation starter	Clear example	Gap	Notes
What does the health and safety policy commit us to, and how do people hear about it?	☐	☐	
How do hazards and incidents reach you?	☐	☐	
Tell me about a decision or spending you approved for safety this year.	☐	☐	
When was the program last reviewed, and what changed?	☐	☐	
How do you hold supervisors accountable for safety?	☐	☐	
How do you check that the program works in the field?	☐	☐	

New and transferred workers

Conversation starter	Clear example	Gap	Notes
Tell me about your orientation. What do you remember from it?	☐	☐	
Who showed you how to do the job safely?	☐	☐	
Who do you report to, and who would you go to with a concern?	☐	☐	

Summary of program gaps found

Gap or theme	Element or program area	Action	Owner and date

Look for patterns across several people rather than individual answers. Repeat the practice interviews after the fixes to see if they reached the field.

Want an auditor's perspective? Calgary Safety Consultants runs practice COR audits with real interviews. Call 1-888-231-0358 or visit calgarysafetyconsultants.ca. We help employers prepare; CORs and SECORs are issued through the applicable certifying partner.