



Institute of Fire Safety Managers

IFSM 2023 Research Project

Purpose

This document gives an overview of the IFSM Research Project currently being undertaken by Dr Fiona Beddoes-Jones of the Cognitive Fitness Consultancy. It will be of particular interest to potential participants who are considering taking part in the Research Project.

Research Project Focus

The research project links together the following 4 areas; all of which are of interest to the Institute of Fire Safety Managers and to the UK's Health & Safety industry more broadly.

- Safety Climate
- Authentic Leadership
- Safety Outcomes
- Psychological Safety

The research has been designed to investigate the following hypothesis:

"Because Authentic Leaders create a climate of psychological safety, they have a better safety record than less Authentic Leaders"

No Safety, Know Pain.
Know Safety, No Pain.
Anon.

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1. General Project Overview

Clear links have been found in the academic literature regarding the connections between:

- Authentic Leadership & Psychological Safety
- Psychological Safety & Safety Climate
- Authentic Leadership & Safety Outcomes
- Safety Climate & Safety Outcomes

However no real-world research appears to have been done to connect all 4 of the areas together. This research project will use industry specialists to provide evidence-based results.

Definitions

1. Authentic Leadership - *Authentic Leaders combine personal courage with ethical decision-making to deliver successful, sustainable and meaningful results.*
2. Psychological Safety – *Team members feel included and can speak up without risk.*
3. Safety Climate – *Shared perceptions about the way safety is valued in the workplace.*
4. Safety Outcomes – *Levels of accidents, incidents and near-misses in the workplace.*

The Research Project has been designed in 3 parts:

Part A – An online questionnaire comprising 45 questions (taking 10 minutes to complete)
This will provide quantitative, statistical evidence of the correlations between the 4 areas.

Part B – 1:1 Interviews with industry specialists. This will provide qualitative evidence of such things as beliefs, values, attitudes, motivations, commitment, thinking style, decision-making, problem-solving, leadership, management style and case studies.

Part C – Using the Cognitive Fitness Consultancy's [Authentic Leadership 360 Questionnaire](#), subsequent Personal Report and Feedback, Fire Safety Managers and Health & Safety Managers will have the opportunity for some valuable, beneficial and relevant continuing professional development (CPD) that also involves their teams and line management. The usual cost of this £500. It is being provided within the Research Project free of charge.

Research Participants can choose to undertake all, or just some parts of the research process.

2. Why this Project is Important

Anything and everything that can be done to increase safety outcomes, reduce near-misses, learn from mistakes and ultimately save lives, is a fundamentally worthwhile endeavour.

If, as the literature suggests, Authentic Leadership can be shown to have a positive impact on the psychological and emotional wellbeing of employees, which in turn positively influences safety climates and safety outcomes within the Fire Service and Health & Safety industries, then we will have a blueprint for meaningful leadership development and critical CPD.

3. Your Contribution if you decide to Participate

The Research Project needs the support and contributions of people actively involved in Fire Safety and Health & Safety. Without it, the research results would be less accurate and less relevant. Every participant's answers count.

As a Research Participant your responses will be both confidential and anonymised, meaning that you cannot be identified in any way. Should you want to, for any reason, and at any time, you can choose to come out of the Research Project and your responses will be deleted.

Everyone who contributes to the research will receive a free copy of the Research Report if they would like one. Additionally, we hope that taking part in the Research Project will increase Participant's knowledge and understanding of the 4 key areas that the Research Project is investigating, which in itself will be valuable CPD.

4. The Research Process, Ethics & Project Timeline

The Research Process and Project Timelines are detailed in the Gantt Chart below.

We work within the ethical frameworks of the British Psychological Society (BPS) and the Institute of Fire Safety Managers (IFSM).

The quality and value of the outcomes we get at the end, are a direct result of the quality of thinking we do at the beginning ...

Project Phases	¼ 1 - 2023			¼ 2 - 2023			¼ 3 - 2023			¼ 4 - 2024		
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
Read relevant literature	xxx		xxx		xxx		xxx		xxx			
Design research & outcomes	xxx											
Design project timelines	xxx											
Design, select Questionnaires		xxx										
Design Interview Process		xxx										
Write research Questions		xxx	xxx									
Pilot & revise Questions			xxx									
Main Study questionnaires				xxx	xxx	xxx						
1:1 Interviews					xxx	xxx	xxx					
Data Analysis								xxx				
Write up Findings								xxx	xxx			
Make Recommendations									xxx	xxx		
Share & Publicise Findings										xxx	xxx	xxx

5. Next Steps & Link to the Research Questionnaire

The next steps for Research Participants are:

1. Firstly, to decide if you want to become involved in the Research Project.
2. If you do, click on the link below to access Part A of the Research Process. You will find details in there at the end of the survey regarding how to become involved in Part B should you decide to do so.
3. If you have any queries that you would like answered before you participate, please contact me directly using the details below. You can also contact me after you have completed Part A.

Here's the Research Project link for you to participate in Part A

<https://www.surveymonkey.co.uk/r/IFSMResearch2023>

Many thanks for your interest and support in this exciting Project.

Do connect with me via LinkedIn if you would like to. There's a link in my name below. Assuring you of my continued commitment and best attention at all times.

Fiona

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