Behavior Based Safety (BBS) applies various types of safety observation to improve occupational safety in business. The purpose of the following study was to examine and compare different observation foci: peer-observation, self-observation and a combination of both options as well as supervisor observations with objective observation of employee behavior obtained by research assistants (RA). Participants were unionized employees of the facilities management department at a Midwestern University. Target behaviors included safe lifting and vacuuming. The dependent variables were safety performance and the discrepancy between the different observation types. Incident data were also reported. The different observational methods were investigated via a counterbalanced group design. The results show: (a) that regardless of checklist type the most effective condition was the first condition after baseline and the supervisor intervention, (b) that participants and supervisors over reported their safety performance in comparison to observations by RAs, (c) that the BBS process was associated with decreases in incidents and modest safety improvements, (d) that no significant relationship existed between discrepancy, improvement and participation. Implications of
these findings on the importance of accuracy, training, and culture are discussed in relationship to objectively measured behavior change. The importance of observations in comparison with other hypothesized variables, such as employee buy-in, are also discussed in relation to current findings and available research.