The Safety and Health Improvement Program (SHIP)

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The SHIP intervention focused on increasing supervisor support and team effectiveness to impact employee safety, health, and well-being. The SHIP intervention had three components:

1. Computer-based supervisor training on how to support safety and work-life balance among employees;
2. A two-week period where supervisors tracked how much they applied the trained behaviors back on the job; and
3. A facilitated, 4-hour team effectiveness training.

Each of these components was based on previous research which demonstrated their effectiveness.

Effects of SHIP on Employee Health and Well-Being

We used a randomized controlled study to evaluate the effectiveness of SHIP. We found that SHIP led to improvements in the following employee outcomes:

• The SHIP intervention directly improved blood pressure. *(.19)

In addition, SHIP was especially helpful for employees who initially perceived a weaker relationship with their supervisors prior to the intervention. For these employees, SHIP improved:
  • Family Supportive Supervisor Behaviors* (.43)
  • Team Effectiveness* (.70)
  • Work-Life Effectiveness* (.57)

*p < .05
Note: Effect size in Cohen’s d: .20=small, .50=medium, .80=large.
