

## Beyond Injury Free Working Environments (IFE)

### Safety Leaders Training



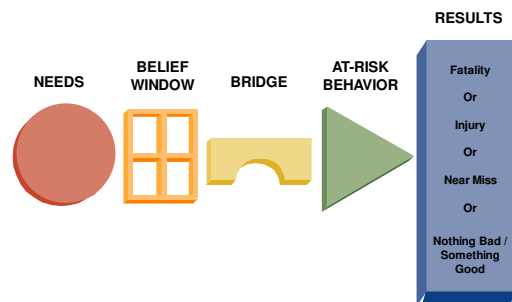
Safety AI demonstrates the importance of using proper PPE by wearing a helmet, gloves, safety goggles, hard-shell boots, safety release bindings and carver skis



## “Shaping”

*positive  
or  
negative  
behaviors*

## It's All About Beliefs



## Do you agree with the following assumptions about you?

- You are knowledgeable
- You appreciate educational opportunities
- You value continuous self improvement
- You want the best safety for your crews
- You personally value safety
- You create and sustain the EHS team spirit
- You generate great ideas
- You help each other

## The Odds

400 to 1	Project Manager
100 to 1	Safety Professional
50 to 1	General Foreman
10 to 1	Foreman
2 to 1	Crew Partner
1 to 1	Self



❖ The construction Foremen/supervisor on average makes **60-100** decisions a day that affects time, cost, quality, and the safety of people.



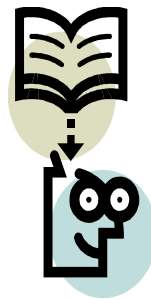
Paradigm shifts for an actively caring safety culture...



From managing behavior to **Leading People**



From behavior based safety to **People Based Safety**



From blaming others to asking **"What can I do?"**

From  
reactive outcomes  
to  
**Proactive  
Processes**



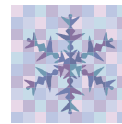
From  
being  
overwhelmed  
to  
**feeling  
Empowered**



From  
efficient  
communications  
to  
**Effective  
Conversations**



From  
considering people  
as  
objects  
to treating people as  
**Individuals**



From  
independent  
to  
**Interdependent**



From the  
**“Golden Rule”**  
to the  
**“Platinum Rule”**



## Seven Habits of Highly Effective People-

Stephen Covey  
Dependence to Independence

- Be Proactive
- Begin with the End in Mind
- Put First Things First
- Interdependence
- Think Win/Win
- Seek First to Understand, Then to Be Understood
- Synergize
- Personal Growth
- Sharpen the Saw

## Seven Habits of Highly Effective Safety Leaders-

Scott Geller

1. Make Safety personal and build trust
2. Promote success seeking
3. Focus on proactive process
4. Set empowering goals
5. Realize the power of behavior-based feedback
6. Facilitate self accountability
7. Promote actively caring and interdependence



This is a Fable intended to awaken your thoughts about your own Safety Behavior

## 1. Make Safety personal and build trust



Show sincere interest in people

How is it going?  
How can I help?

## People Based Safety

- Emotion
- Empathy
- Empowerment



In addition to:  
Traditional Safety

- Engineering
- Education
- Enforcement



## Building a trusting culture "7" C's

- Communication- verbal and non verbal
- Caring- showing sincere concern
- Candor- avoid pre-conceptions
- Consistency- attitude vs behavior –cognitive dissonance
- Commitment- bound to a course of action
- Consensus- all agree not just majority
- Character- moral character- avoid gossip

## 2. Promote success seeking



What do you do everyday to keep the job safe?

## Do you seek Success?

		NO	Yes
Do You avoid Failure ?	No	Failure Acceptor	Success Seeker
	Yes	Failure Avoider	Over striver

## "D.O. I.T."



**Define-Target behaviors**  
**Observe- Establish baseline**

**Intervene-Influence target behavior**  
**Test-Measure impact**

## 3. Focus on proactive process



"I can do it"—self efficacy

"It will work"—response efficacy

"The effect is worth the effort"—outcome expectancy

## 4. Set empowering goals

**S.M.A.R.T.** Goals are empowering

**S** pecific

**M** otivational-is it worth doing?

**A** chievable-I can do it!

**R** elevant-I know it will work!

**T** rackable

## 5. Realize the power of behavior-based feedback



**C.O.A.C.H.**

**C** are

**O** bserve

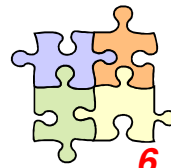
**A** nalyze

**C** ommunicate

**H** elp

## ***What is good Coaching?***

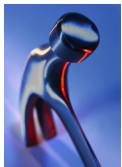
- Listening!***
- Non directive!***



## ***6. Facilitate self accountability***



***Keys to Long term behavior change...***



***-Self Persuasion=  
Self directed behavior***

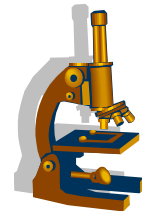
***-Less outside control=  
More inside control***

***-Self Persuasion=  
less obvious external  
control...***

***\*Mild threats=  
More self persuasion***

***\*Large incentives=  
Hindered self  
persuasion***

***\*Perceived choice=  
Enhanced self  
persuasion...***



## ***Perceived Choice is Greater:***

***When working to achieve  
success than when  
working to avoid failure!***



## ***7. Promote actively caring and interdependence***

***What makes you valuable?***



Empowerment

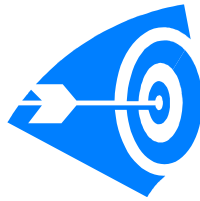
**"I can make a difference"**

Self-Esteem

**"I 'm valuable"**

Belongingness

**"I belong to a team"**



How do you know  
when you have been  
successful?

**How will you practice what  
you have learned?**

Who will you be accountable to?



**"Synergize"**

Open Discussion

## Resources and Credits

- The bulk of these materials and slides came from the many publications and trainings that Scott Geller and Dan Peterson have produced.
- I highly recommend looking at this web site for additional articles and resources on this topic provided by Safety Performance Solutions  
<http://www.safetyperformance.com/Resources/Articles.asp>
- SafeStart is also a good resource:  
<http://www.safestart-safetrack.com/general.htm>
- Another good resource:  
"http://www.markdavidanthony.com/files/BeliefWindow.ppt#309,1,MAKING TRAINING STICK!"



**Take a  
Brake**