

Does your EHS training instill a “Safety Habit”?



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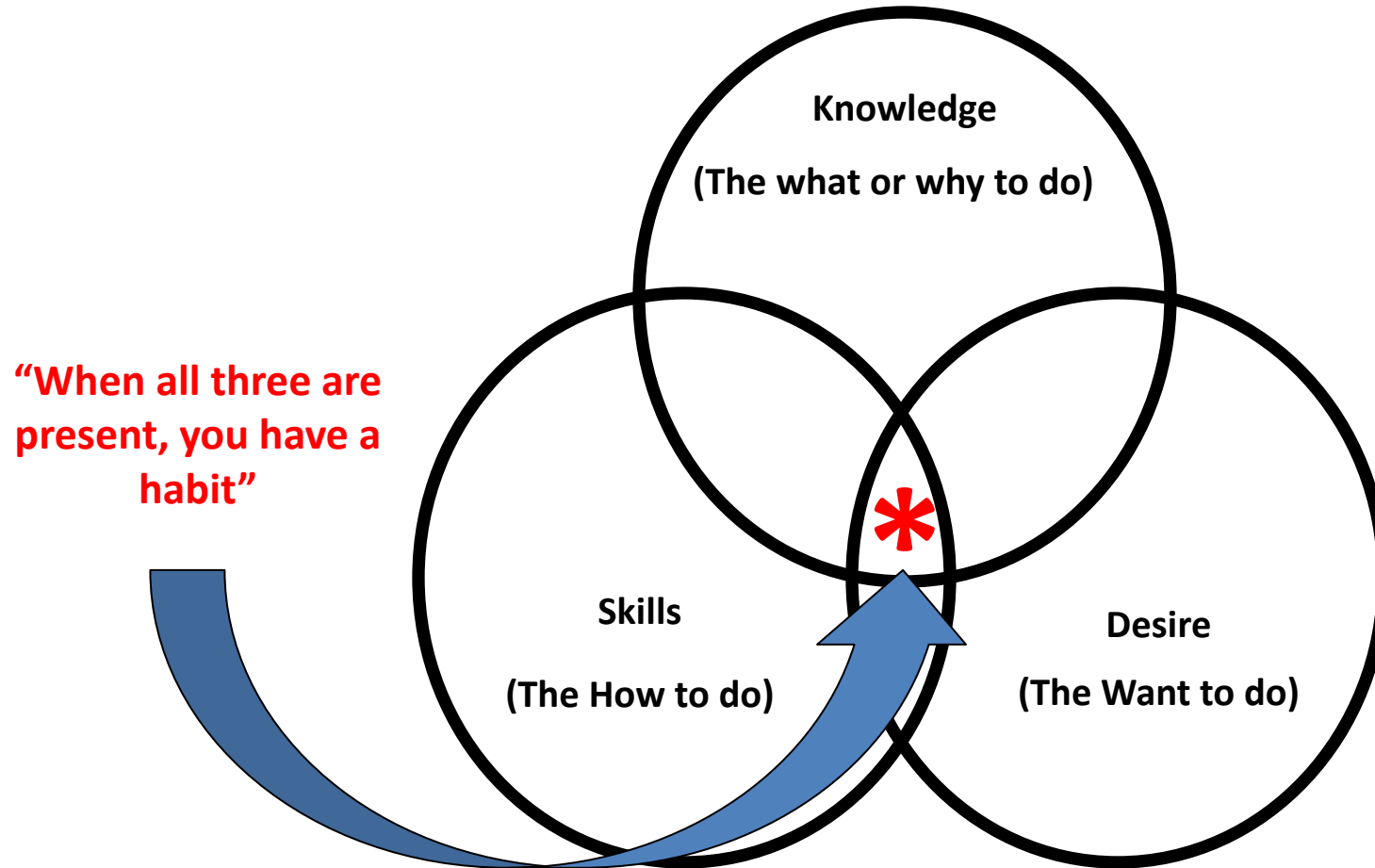
Sr. Safety Instructional Spec.
Tennessee Valley Authority

“Any views and opinions that I may express in speaking with you today are attributable to me and do not necessarily represent the opinions of the Tennessee Valley Authority or the U.S. government.”

Moments of enlightenment or take-a-ways:

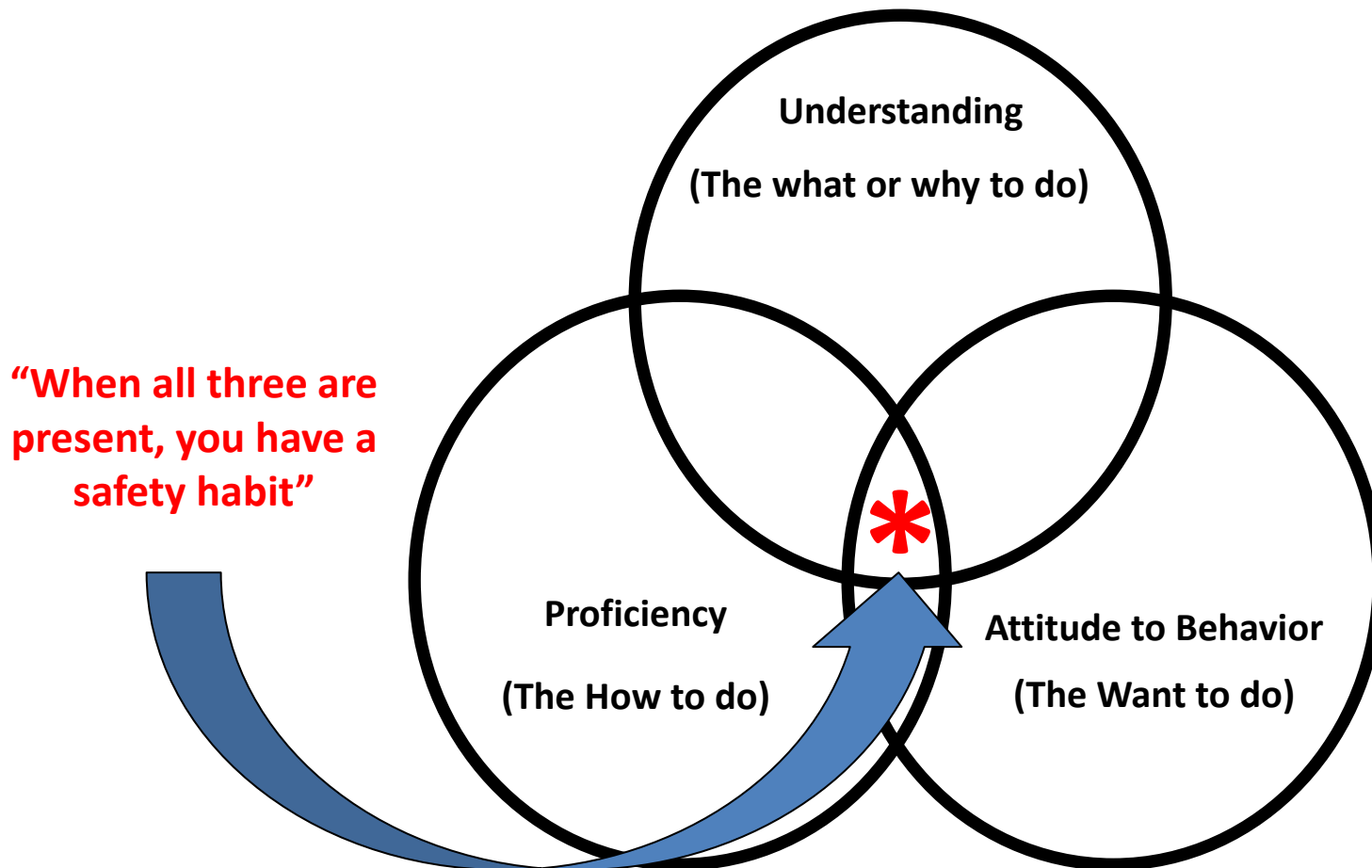
- 1. What is a “safety habit”?**
 - 2. Why are all three components critical in EHS training development and delivery?**
 - 3. How does EHS training focus on the Attitude to Behavior or “the want to do” component of a safety habit?**
 - 4. How do you know you have hit the “Sweet Safety Spot”?**
-

A "Habit" as described in his book:



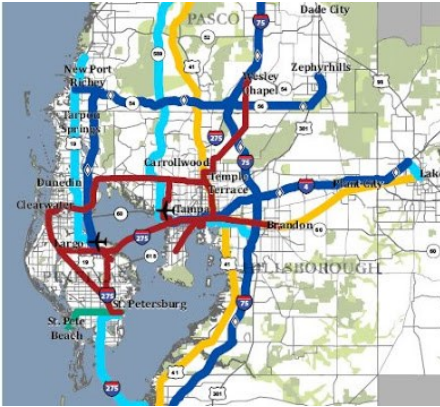
A “Safety Habit”

Could this also be applied as a “Safety Habit”
in your EHS training?



A "Safety Habit"

Understanding (the what or why to do) of safe work:



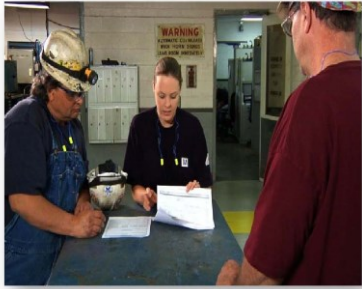
North American Industry Classification System - 2003

- [2211](#) Electric Power Generation, Transmission and Distribution
 - [22111](#) Electric Power Generation
 - [221111](#) Hydroelectric Power Generation
 - [221112](#) Fossil Fuel Electric Power Generation
 - [221113](#) Nuclear Electric Power Generation
 - [221114](#) Solar Electric Power Generation
 - [221115](#) Wind Electric Power Generation
 - [221116](#) Geothermal Electric Power Generation
 - [221117](#) Biomass Electric Power Generation
 - [221118](#) Other Electric Power Generation
 - [22112](#) Electric Power Transmission, Control, and Distribution
 - [221121](#) Electric Bulk Power Transmission and Control
 - [221122](#) Electric Power Distribution



(What service or product manufactured does your company provide?)

Attitude to Behavior (the want to do) of safe work:

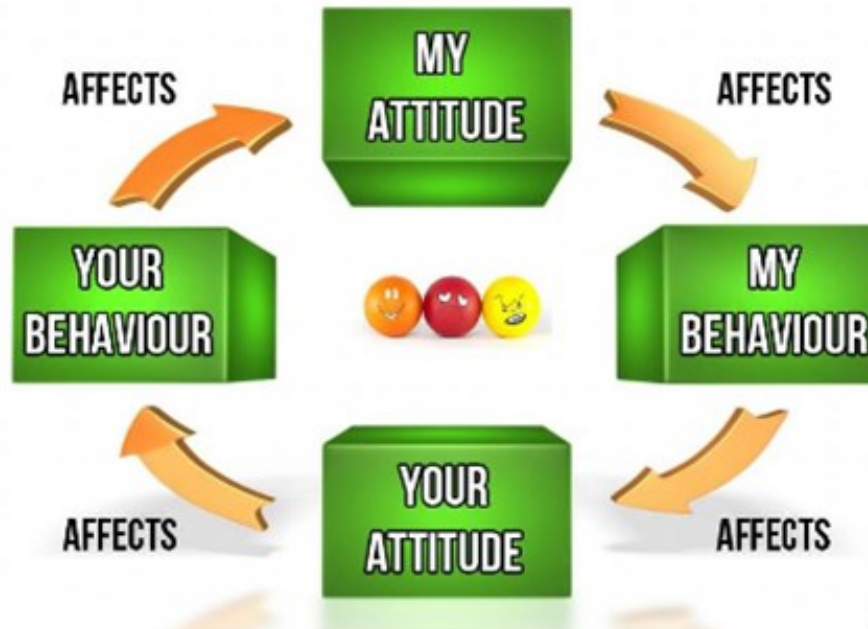


- **Professionally:**
 - ✓ "I love my job" or "I hate it"
 - ✓ "I like my co-workers or I dislike them"
 - ✓ Significant changes during the job.
- **Personally:**
 - ✓ "I love my family today, tomorrow may be a different story"
 - ✓ "I like/dislike my friends"
 - ✓ "I'm in debt up to my eyeballs!"
- **Work-place Environment:**
 - ✓ Hot/cold
 - ✓ noisy/quiet
 - ✓ clean/dirty

Attitude to Behavior (the want to do) of safe work:

"The Betari Box"

The Employee
"interact with LEAPS"



The Supervisors
"need to CREATE"

- Communicate
- Respect
- Educate
- Authority
- Trust
- Exercise

- L - Looking & listening
- E - Empathy
- A - Asking questions
- P - Paraphrasing
- S - Summarizing

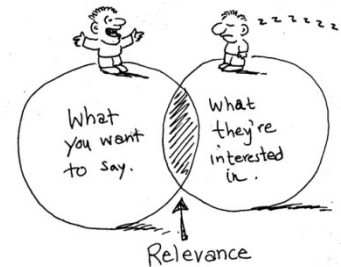
Attitude to Behavior (the want to do then do):

ARCS is an acronym in which four conditions contribute to instructional motivation.

A – Attention



R – Relevance



C – Confidence



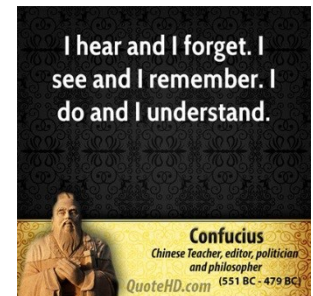
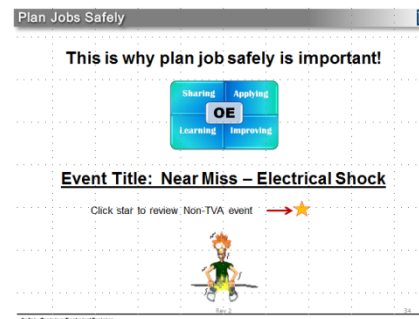
S – Satisfaction



Attitude to Behavior (the want to do then do):

A – Attention

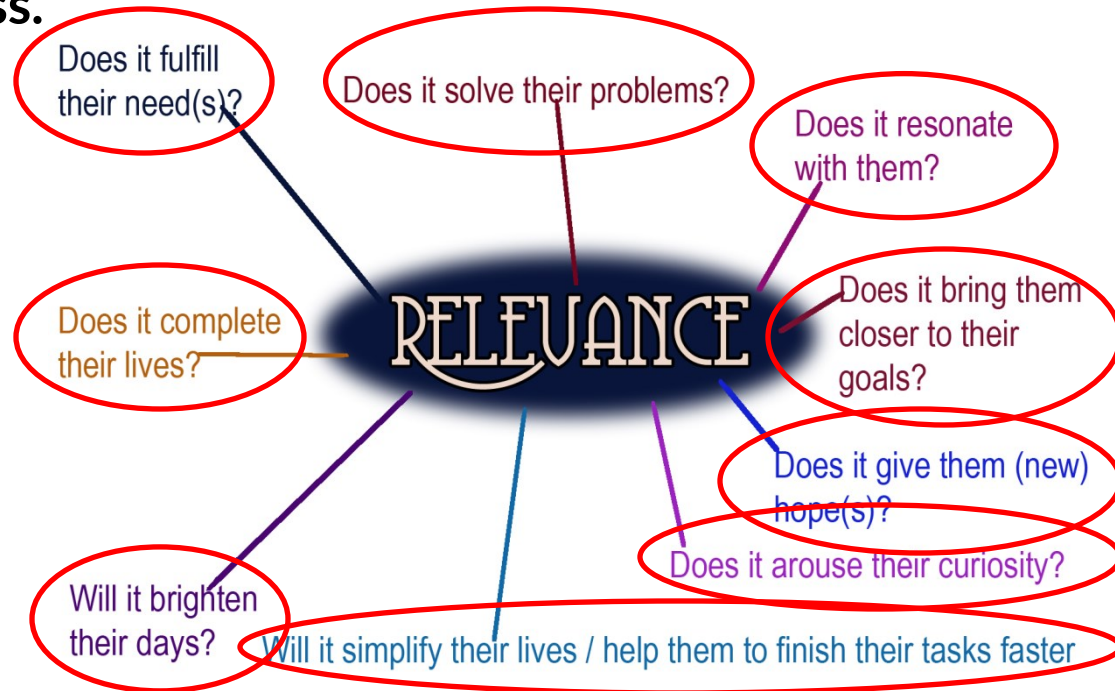
1. Active participation.
2. Use of humor.
3. Conflict.
4. Variety.
5. Real world examples.



Attitude to Behavior (the want to do then do):

R – Relevance

1. Link to previous experience.
2. Perceived present worth.
3. Perceived future usefulness.
4. Modeling.
5. Choice.



Attitude to Behavior (the want to do then do):

C – Confidence

1. Facilitate self growth.
2. Communicate objectives and prerequisites.
3. Provide feedback.
4. Give learners control.



Attitude to Behavior (the want to do then do):

S – Satisfaction



1. Praise or rewards.



2. Immediate application.



A "Safety Habit"

We are what we repeatedly do. Excellence, then, is not an act, but a habit.
- Aristotle

Quotes of the day?

Experience is the Name so many



**"I hear and I forget.
I see and I remember.
I do and I understand."**
~ Confucius



Winning is a habit.
Unfortunately, so is losing.
- Vince Lombardi

**"Good habits,
once established
are just as hard
to break as are
bad habits."**
~ Robert Puller



Why are all three components of a “Safety Habit” critical in safety training development and delivery?

Does your company or agency use the A.D.D.I.E. model?



And for those designing/developing/delivering training, how does “trust” fit into the safety habit?

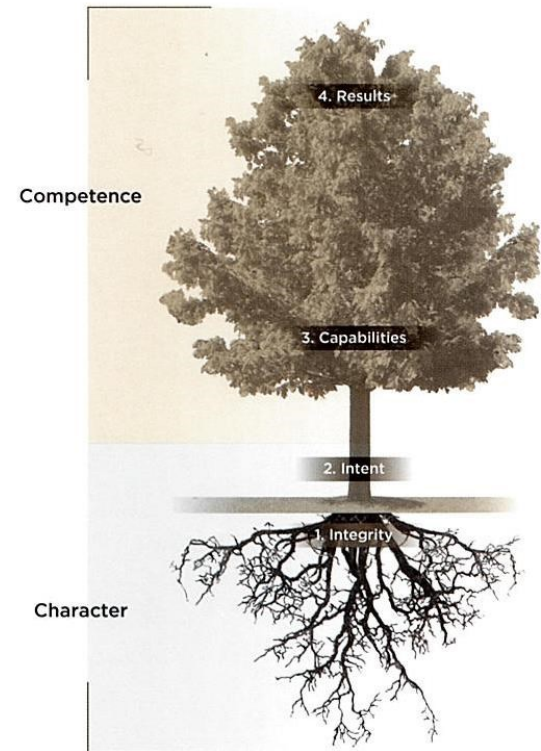
Character and Competence lead to Creditability

The 4 Cores of Credibility:

- 1. Integrity**
- 2. Intent**
- 3. Capabilities**
- 4. Results**

Creditability leads to trust!

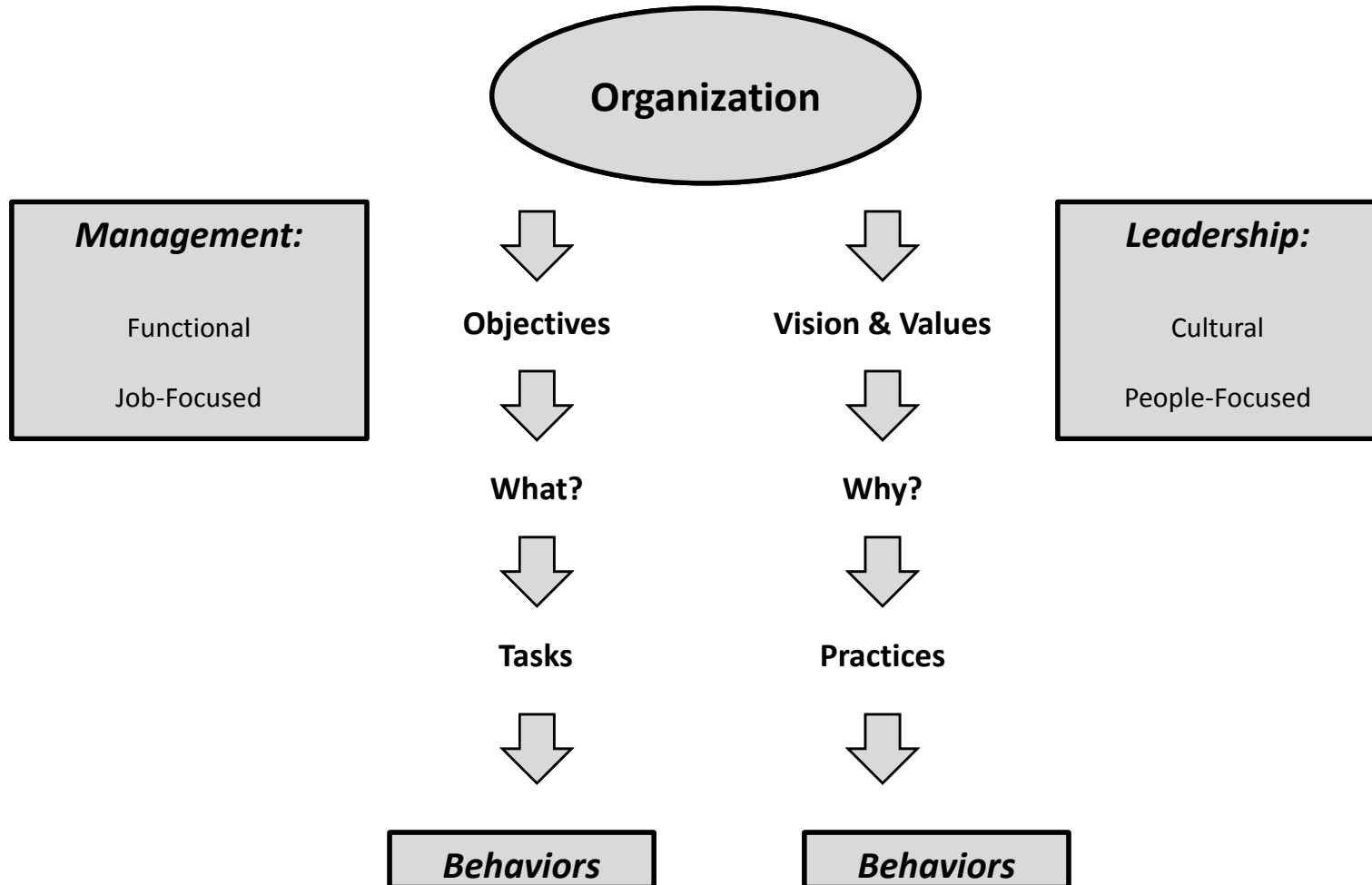
The 4 Cores of Credibility



13 Behaviors Exercise

| | Behavior | Current Performance | Opposite/Counterfeit |
|------------------------|-----------------------------|--|--|
| Character | 1. Talk Straight | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Lie, spin, tell half-truths, double-talk, flatter. |
| | 2. Demonstrate Respect | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Don't care or don't show you care, show disrespect or show respect only to those who can do something for you. |
| | 3. Create Transparency | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Withhold information, keep secrets, create illusions, pretend. |
| | 4. Right Wrongs | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Don't admit or repair mistakes, cover mistakes. |
| | 5. Show Loyalty | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Sell others out, take the credit yourself, sweet-talk people to their faces and bad-mouth them behind their backs. |
| Competence | 6. Deliver Results | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Fail to deliver; deliver on activities, not results. |
| | 7. Get Better | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Deteriorate, don't invest in improvement, force every problem into your one solution. |
| | 8. Confront Reality | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Bury your head in the sand, focus on busywork but skirt the real issues. |
| | 9. Clarify Expectations | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Assume expectations or don't disclose them, create smoke and mirrors. |
| | 10. Practice Accountability | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Don't take responsibility: "It's not my fault!"; don't hold others accountable. |
| Character & Competence | 11. Listen First | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Don't listen; speak first, listen last; listen without understanding. |
| | 12. Keep Commitments | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Break commitments, violate promises, make vague and elusive commitments or don't make any commitments. |
| | 13. Extend Trust | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | Withhold trust, fake trust and then "snoopervise," give responsibility without authority. |

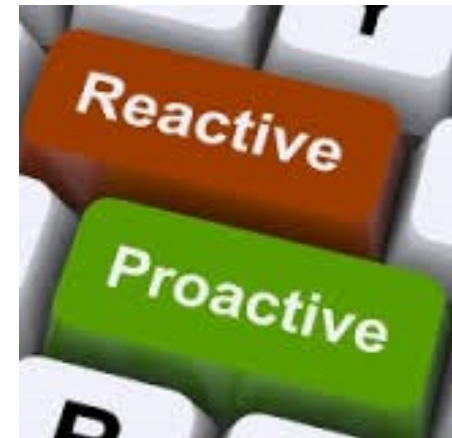
You impact the vision for safety by your leadership and management efforts:



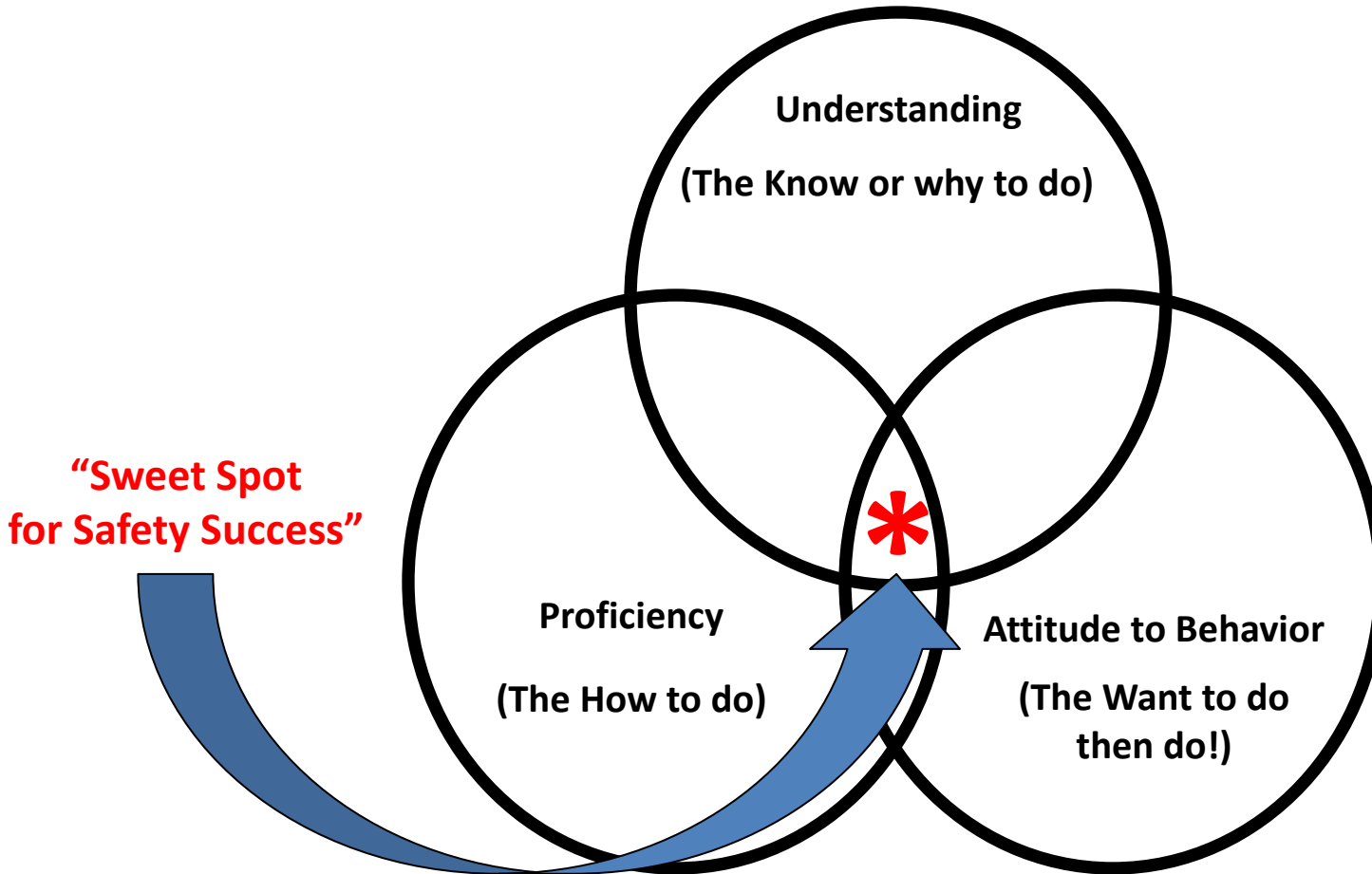
How do you know you have hit the "Sweet Spot" of a Safety Habit?



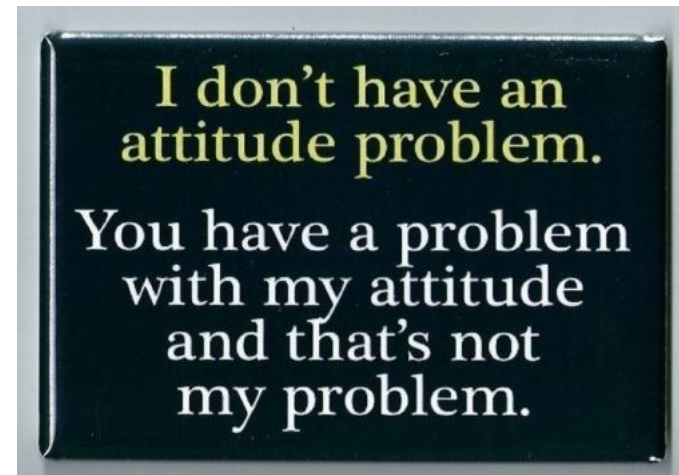
ZERO ACCIDENT



A "Safety Habit":



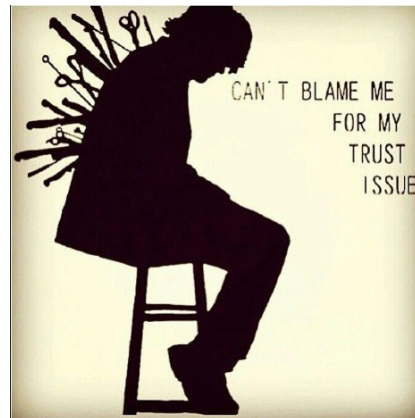
**Safe Attitude
(Thoughts)**



**Safe Behavior
(Actions)**

Behavior is what a man does, not what he thinks, feels, or believes.
Emily Dickinson

**Trust
(The Key!)**



"Whoever is careless with the truth in small matters cannot be trusted with important matters"
— Albert Einstein

**It has been my honor and pleasure to visit
with you great EHS professionals today!**



Thank you for your time and attention!



Callaway



Industry Event:



The worker was not injured.

Contributors:

Circuit Breaker Tripping

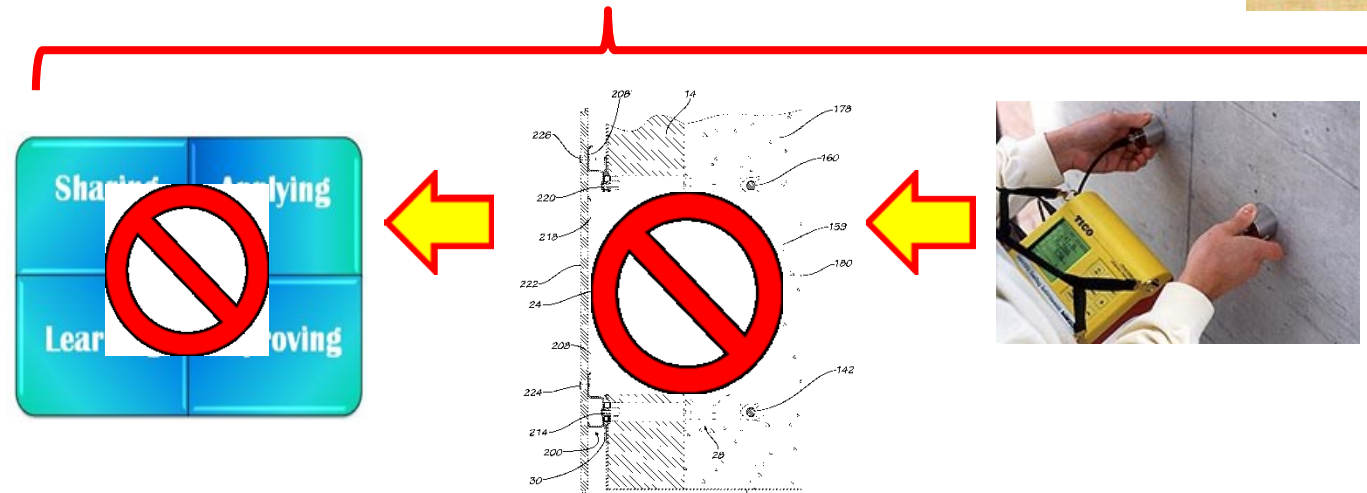


FIG. 22

Click star to return to course

