

“Safety is not about preventing accidents, that’s a result, a byproduct. It is all about planning, patience, focus, thinking, applying logic and reason.”

- Hans-Horst Konkolewsky
Director, European Agency for Safety and Health at Work



Safety in a Changing Workplace

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Agenda:

- **Looking Back**
- **Here & Now**
- **What's Ahead?**
- **W.I.I.F.M.?**



Looking Back



What does this have to do with safety?

- **40% of workers report on-the-job stress**
- **26% feel “burned out”**
- **56.3% difficulty focusing on tasks**
- **14% missed days at work or being late**
- **21% caused errors on the job**

ComPsych Corporation, EAP Behavioral Disability
Approaches to Reduce Stress-Related Costs, (2013)

Why is safety such a big deal?

- **1.3 million nonfatal occupational injuries**
- **24,700 documented injuries occur every day**
- **?? work-related fatalities daily**

Source: U.S. Dept. of Labor Statistics (2011)

Why is safety such a big deal?

- Accidents
- Insurance
- Lawsuits
- Workers Comp.
- OSHA
- Lost Customers

ACCIDENTS ARE EXPENSIVE!!



What causes accidents?

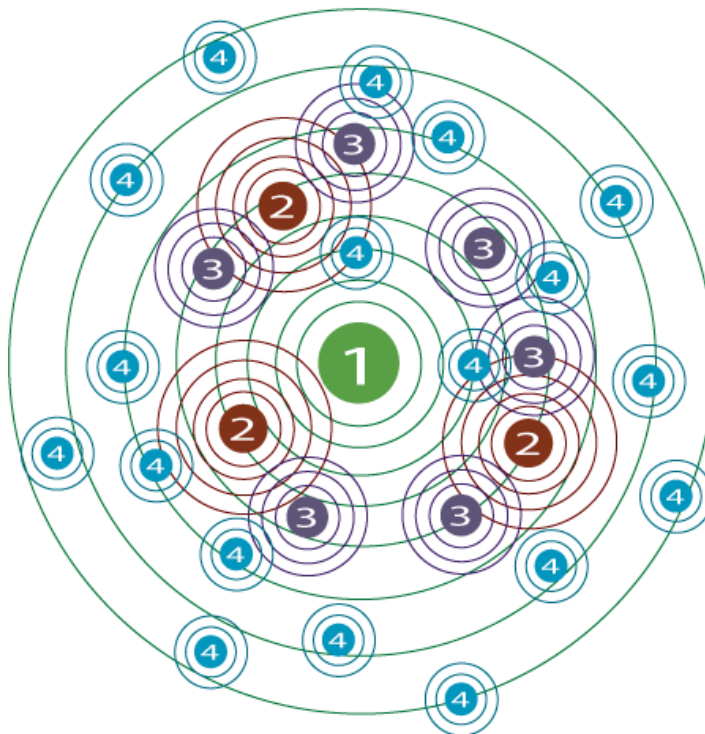


- | | |
|-------------------|------------------|
| Taking risks | Stress / Anxiety |
| Skipping steps | Perception |
| Complacency | Lack of patience |
| Rushing around | Being curious |
| Distractions | Laziness / Tired |
| Making excuses | Shortcuts |
| Horseplay | No discipline |
| Lack of attention | Tradition |
| Hierarchy | Poor |
| Rebellion | Communication |

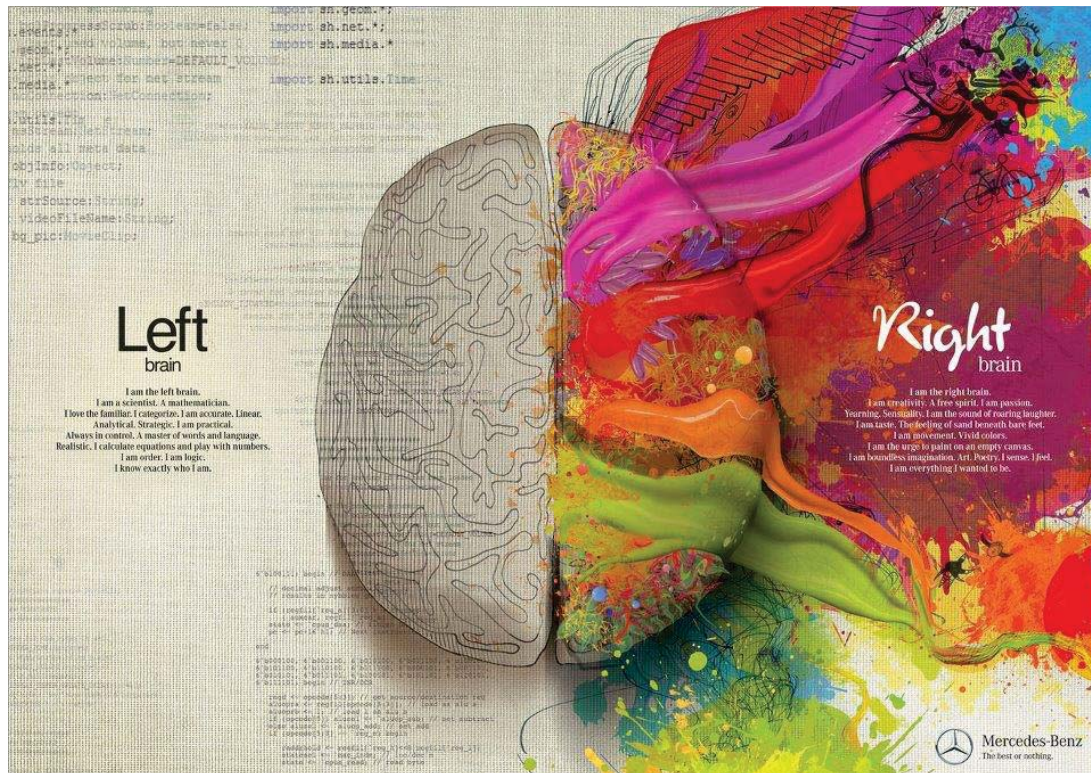
A complex interaction with others...



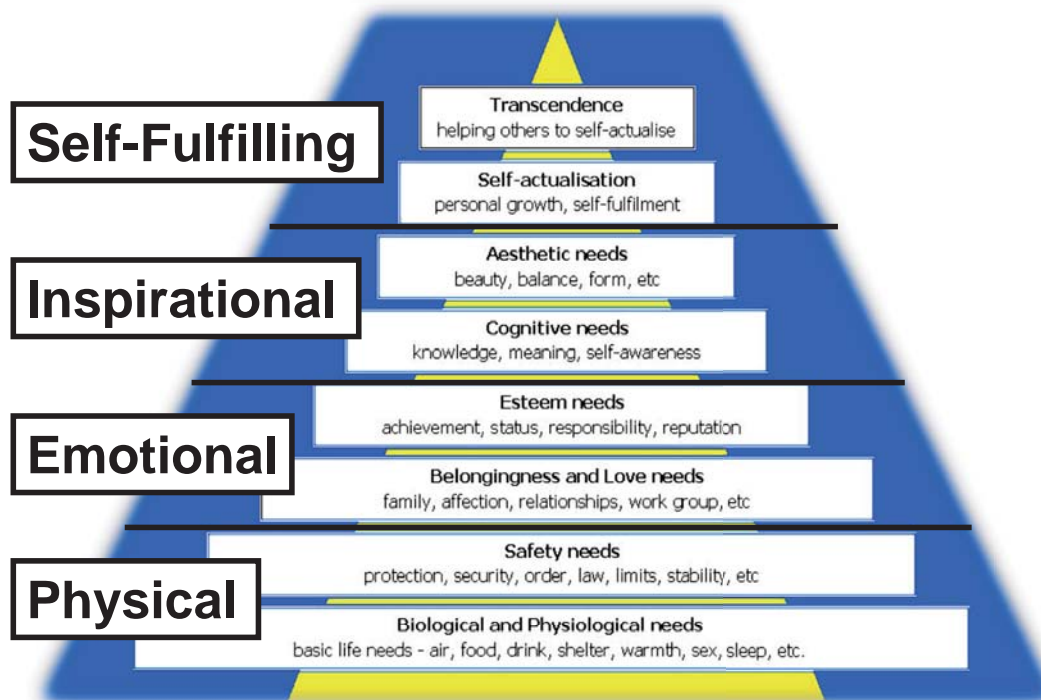
The Ripple Effect:



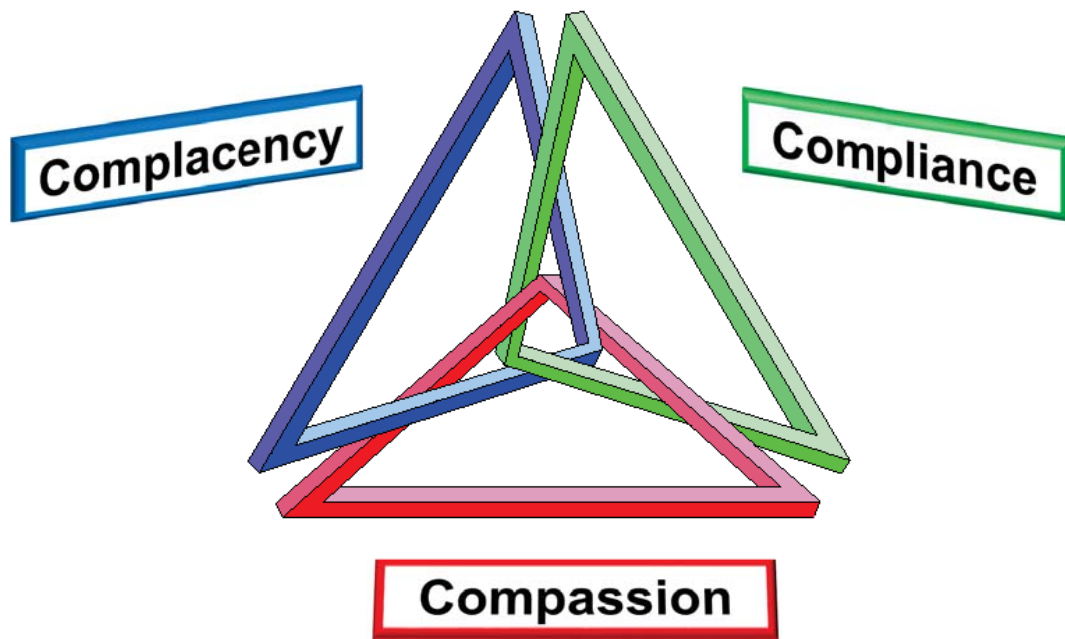
Left Brain vs. Right Brain...



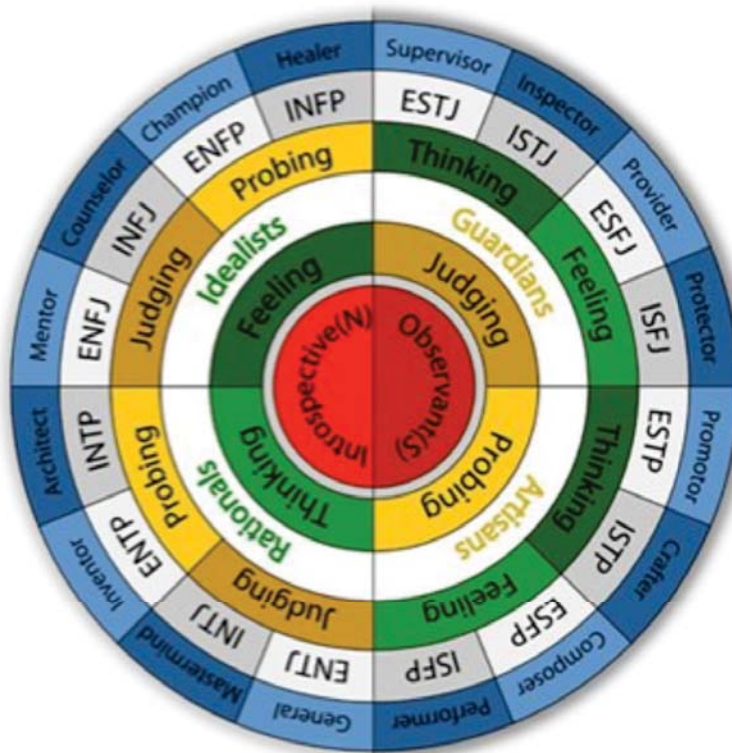
Maslow's Hierarchy of Needs



Evolving Maslow



Picking apart our personalities



Supervisor
Inspector
Provider
Protector
Promoter
Crafter
Composer
Performer
General
Mastermind
Inventor
Architect
Mentor
Counselor
Champion
Healer

Understanding Generations



Matures

Boomers

Gen X's

Millennials

Gen 2020's

Fostering A Multi-Gen Workplace

- Develop cross-generation team-building
- Mentor new associates
- Exchange ideas between generations
- Set and enforce CONSISTENT expectations
- Engage and motivate different age groups
- Foster transition and knowledge transfer
- Resolve cross-generational disputes
- Embrace technology and trends

A Sense of Safety



A Sense of Safety - Debrief

What's your value?

- *Physical – legs, arms, back, neck...*
- *Neural - sight, hearing, taste, smell, touch...*
- *Mental – thoughts, feelings, emotions...*
- *Social – family, friends, events...*

- Og Mandino



The Top 10...

1. It's OK not to like part of your job – it's not OK not to do it
2. EVERYONE will be held to the highest standard of compliance
3. When you mentally stumble, learn to bounce - don't splatter
4. Focus on what you can control, regardless of outside conditions
5. Lead by personal example, not personal convenience
6. If you sacrifice safety for self-centered ego, you will be fired
7. Do what is required – and then do something more
8. Be a life-giver – not a life-taker
9. In dealing with others there is only one rule: The Golden Rule
10. You are measured by two expectations: performance and behavior

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W.I.I.F.M.?

**At the end of your day,
what's the single, most
important thing?**



Where do we go from here?

We are charged with building
a new generation of workers
who will take our field
to the next level.
The challenge is yours...

*“Failure is not
an option”*

Gene Krantz
MCC Flight Director
Apollo 13



Thank You

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No animals were harmed in the production of this presentation. However, some misguided safety directors were sent to bed without milk and cookies...

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