



Principle Centered Safety



Taking Safety to the Next Degree

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Presented by: Training Logic, Inc.



— THE 72ND ANNUAL —
**PPSA SAFETY AND
HEALTH CONFERENCE**

Coaching Skills

What Shadow do you cast?



- Safety Leader
- Life Skills
- Core Value
- Commitment
- Positive Impact
- Incident free

Blue
Chip

Coaching Skills

Coaching and Feedback



- Communication
- Problem Solving
- Team Work
- Accountability

Coaching Skills

Exercise

Describe the safety knowledge, safety skills, and communication style of yesteryear's supervisor:

Coaching Skills

Yesteryear's Supervisor

- **Dominant/Subordinate Relationship**
 - *My way or the highway*
 - *Do what I say not what I do*
- **Experienced**
 - *Knew all task/jobs in department*
 - *Instructed what to do and how to do it*

Coaching Skills

Exercise EXERCISE

Describe the safety knowledge, safety skills, and communication style expectations of today's supervisor

Coaching Skills

- **The Changing Role of Leaders**
 - **Roles and Responsibilities**
 - ✓ **Work safely and incident free**
 - ✓ **Lead by example 24/7**
 - ✓ **Resolve problems more efficiently**
 - ✓ **Gain access to employee idea pools**
 - ✓ **Encourage productive relationships**
 - ✓ **Develop team synergies**
 - ✓ **Understand needs, values, and motivations**
 - ✓ **Better manage risk**

Coaching Skills

- **The Changing Role of Leaders**
 - **Roles and Responsibilities**
 - ✓ **Conduct effective safety meetings**
 - ✓ **Listen to employees with empathy**
 - ✓ **Do more with less**
 - ✓ **Keep up with technology**
 - ✓ **Continue to educate**
 - ✓ **Apply all OSHA standards**
 - ✓ **Apply all HR policies**
 - ✓ **Obtain world class safety results**

Coaching Skills

Reactive vs. Responsive

What is the difference?

Think before you act

- ❖ icy bridge
- ❖ dropped power tool
- ❖ electrical fire

Coaching Skills

Reactive vs. Responsive
What is the difference?

Think before you coach

- ❖ fatigued coworker
- ❖ distracted coworker
- ❖ rushing coworker

Coaching Skills

Reactive vs. Responsive



Exercise

What is the difference?

***“It’s not what you say, it’s
how you say it!”***



Reflect back when you responded to a situation and your response was appreciated and made the situation better.

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Coaching Skills

Reactive vs. Responsive



Exercise

What is the difference?

***“It’s not what you say, it’s
how you say it!”***



Reflect back when you reacted to a situation and your reaction made the other person defensive or made the situation worse.

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Coaching Skills

Safety Indicators

- ☐ **Lagging Indicators**
- ☐ **Leading Indicators**
- ☐ **Advanced Leading Indicators**



Coaching Skills

Safety Indicators

Lagging Indicators

- Reactive Culture
- Injuries Drive Change
- Inconsistent Safety Messaging
- Disconnect for Employees
- Feeds Employee Discontent
- Policy Driven
- Incident Interrogation



Coaching Skills

Safety Indicators



Leading Indicators

Theme

- Proactive Efforts
- Effective Safety Meetings
- Near-Miss Programs
- Employee Involvement
- Healthy Incident Investigation
- Consistent Messaging
- Safety Rules During Upset Conditions

Coaching Skills **Safety Indicators**



Advanced Leading Indicators

Theme

- Employee Driven/Company Supported
- Employee Involvement > 75%
- Hiring & Selection is Safety Based
- Safety is Core Value
- Strategic Safety Planning
- Care Factors feed Morale
- Safety is the “New Norm”

Coaching Skills

- What were the potential results or what could have happened because of the employee's choices or actions?
- What specific actions did you identify that were unsafe?
- What thoughts were driving the individual's reactive conduct?
- What safety insights would you share with the individual through this coaching?



“Principle Centered Safety”

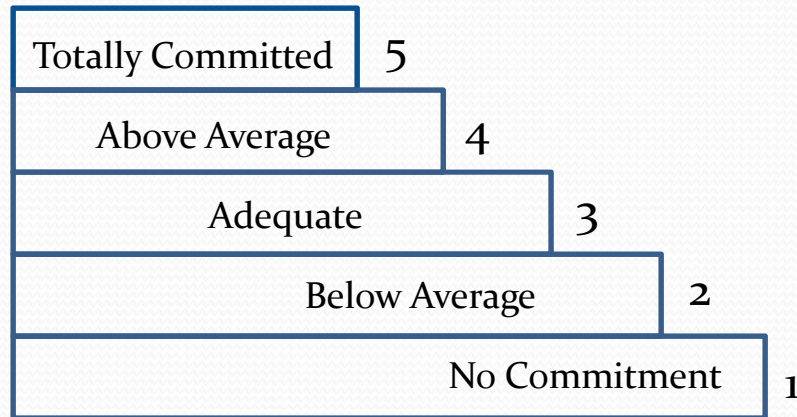


What is the relationship between Attitude & Accountability

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Relationship?

Accountability Level



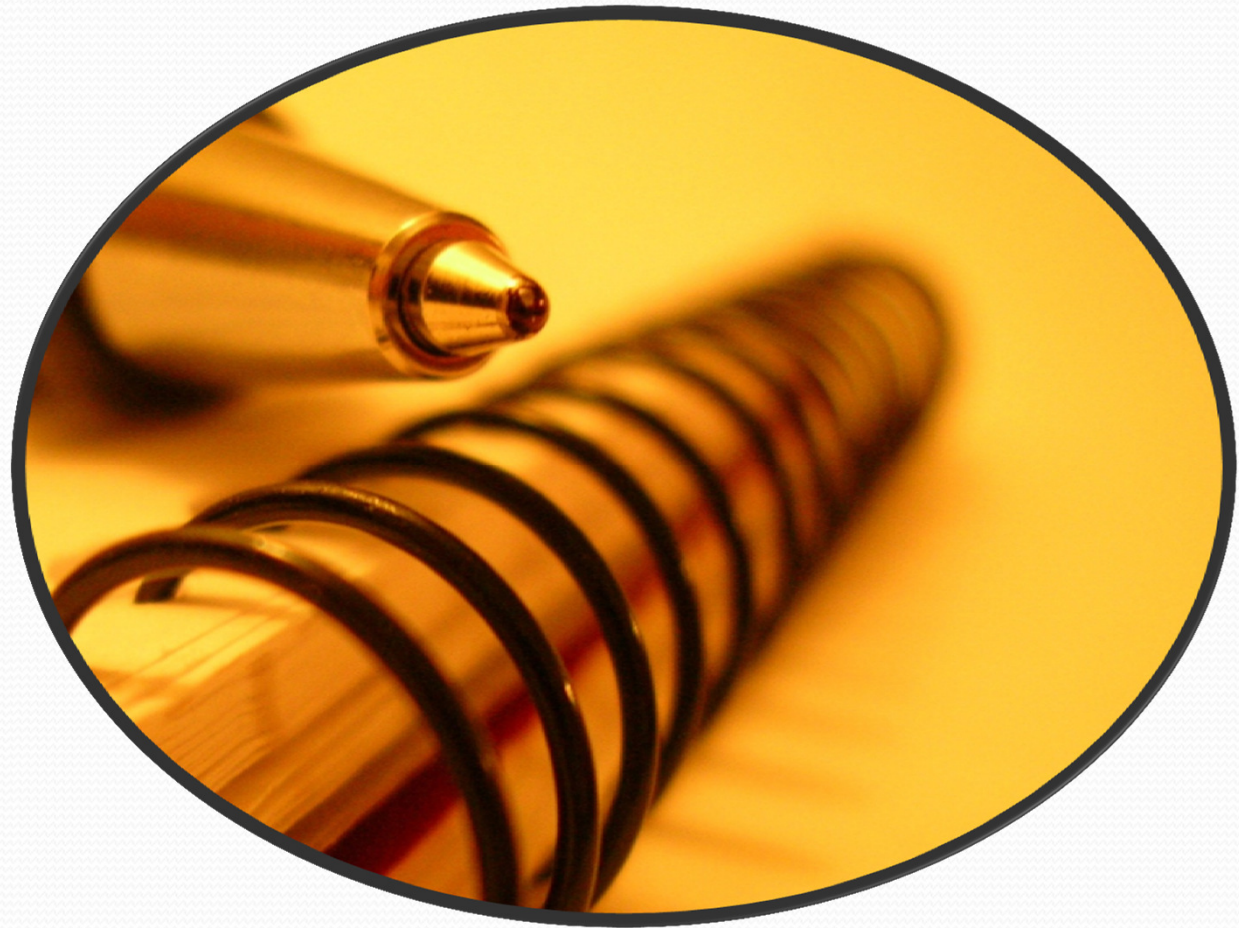
Attitude Ladder

Encouraging	+7
Appreciative	+6
Supportive	+5
Open Minded	+4
Hopeful	+3
Relieved	+2
Curious	+1
Hesitant	0
Annoyed	-1
Fearful	-2
Irritated	-3
Frustrated	-4
Angry	-5
Complacent	-6
Depressed	-7

“Principle Centered Safety”

Reflect
KGLIGCI

Record your observations and insights from the exercise.



Relationship?

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Appreciative Feedback

Step 1: Describe in specific detail the action you observed

Step 2: Explain the positive impact of the action

**Step 3: Indicate what you appreciate about the team member's
commitment to safety**

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Constructive Safety Feedback

Step 1: Describe in specific detail the action you observed

Step 2: Express your concern (My concern is...)

Step 3: Explore team member’s choices and motivations

(Ask “Why” or “How Come”?)

Step 4: Discuss possible solutions and offer your help

Step 5: Agree on solutions that make safety sense

Step 6: Indicate what you appreciate about the team member’s

commitment to safety