

'Change your Mind about Safety'

SESSION HANDOUT

'Nobody plans to injure themselves at work.'
'Nobody can think of safety all day long.'

INNOVATIVE PRACTICE

This training event is designed to provide the knowledge & understanding behind human behaviours to promote safe working practice, with this handout acting as a reminder tool.

MindSafety offer a unique and original way of making effective & positive changes to behaviours within the workplace.

LEARNING STYLES

People learn in different ways, and it is widely recognised that there are three main learning styles:

1. Behaviourist
2. Cognitive
3. Observational

Learning is not limited to classrooms or training events and seminars, as most safety standards are informally learnt, from person to person. Starting a new job, we look for clues to guide our future behaviour suitable for that climate. What we see, hear and feel helps us to informally learn from those we come into contact with most frequently.

THE SCIENCE OF THE MIND

Most are now aware or familiar with the terms, conscious, subconscious or unconscious mind. The conscious mind takes care of your present awareness and is limited by the amount of information it can hold and for how long, your subconscious mind acts like a storehouse for all your conditioned and inherited responses, and the unconscious mind deals with all the bodily functions we don't have to think about.

Through repeated reinforcement, tasks and actions we undertake become controlled & co-ordinated by our sub-conscious minds, leaving our conscious minds free to wonder. We all have these built in automatics. Once we understand how subconscious routines and conditioning work together we are closer to exposing the building blocks of those unexplainable incidents.

Could a proportion of incidents be blamed on mind and body in two different places? Meaning your body can be in one location carrying out a task and your mind in a completely different location?



Mind & body in two different places

BELIEF BASED BEHAVIOURS

We all have self-limiting beliefs. At every corner of life we can risk meeting fear, doubt or disappointment and sometimes all three. These fears, doubts and disappointments if repeated through experience or imagination can potentially become etched in our minds, making us limit what we believe of ourselves. Like train tracks main-lining to our negative emotions, self limiting beliefs can spill into you home life, social life and work life, draining your motivation and willingness to move forward.

TOWARDS MOTIVATION

Moving toward goals.

AWAY FROM MOTIVATION

Moving away from problems.

BRAIN ACTIVITY

- **Beta** - is associated with the fully awakened state.
- **Alpha** - is the start of the relaxation process, when we begin to relax and let the mind wander.
- **Theta** - Light sleep.
- **Delta** - Deep sleep.

Alpha activity! This is when we let the mind relax, and tends to happen when we feel safe and secure, with nothing present that will activate our **fight or flight** responses, i.e. no threats. Alpha sleep is a naturally occurring rhythm, - as we go through our day we all relax, and then have periods of higher activity.

Scientists believe that we all, on average, spend **10 minutes in every hour** in an ALPHA state. Activity becomes an 'automotive process' controlled by your sub-conscious, whilst your mind is elsewhere, busy thinking about other things.

Some call it **'THE ZONE'**

MAKING & BREAKING HABITS

Habits we have formed over the years can be time wasting, unhealthy, obnoxious, boring or outright dangerous. They can limit our effectiveness, stunt our personal growth, determine our immediate safety and dissipate energy. Or they can be constructive, positive, healthy, and desirable. They can save time, relieve tension, increase our effectiveness and keep us safe.

Habits are automatic responses that we are conditioned to make. The definition of a habit is something we do automatically with little, if any, forethought, devoid of conscious choice. It could be driving, smoking, drinking, excessive eating, working at height without fall protection, chewing gum, lifting incorrectly, and so on.

Through a process of repetition, reminders and determination, we can, over time, make or break any habit.

Scientists believe that repeating something for an average of 21 days continuously will help form that action into a 'cognitive shortcut', or habit.

A key to learning is repeated exposure, as although the subconscious accepts, it cannot distinguish the difference between positive and negative routines. Repeated exposure of positive experiential learning returns the best results for the individual.

THE REMINDER CULTURE

Begin offering the teams safety reminders and promote the idea of team members passing them onto each other, each reminder being an exposure followed by an action.

In a matter of weeks new cultural habits will begin forming. Once teams agree toward giving and receiving reminders then the possibilities for change are unlimited.

The reminders need to be targeted. Safety reminders must be kept short, but used frequently. This strategy has been used for years within TV Commercials. Little but often - then repeat, - repeat, - repeat

EXAMPLE – Not so long ago driving without a seatbelt was the norm for the majority. The Government then made it the law for us all to wear seatbelts. They ran a campaign telling us how important it was to wear a seatbelt when in a car, to be safe.

This was reinforced by images of crash test dummies going through windscreens, so the majority would move towards wearing a seatbelt.

The away from motivation was a £50 fine if you were caught not wearing one!

Most of us now associate wearing a seatbelt with driving, as we are repeatedly and consciously exposing ourselves into closing the car door and clicking the seatbelt.

Clicking in is now an automatic process for the masses and has greatly reduced the severity of injury on our busy roads.

We associate these 'automatics' at work with skilled operatives. These employees and contractors will be functioning in 'automatic' mode, and may miss hazards around them in their environment. That is why, if you see anything unsafe, you take **IMMEDIATE CORRECTIVE ACTION, AND ADOPT A WALK-OVER CULTURE.**

IMMEDIATE CORRECTIVE ACTION

Be on the lookout for hazards and harm.

Take immediate corrective action, - otherwise your '7 +/- 2' might disappoint you!

Take a moment to observe how safe or unsafe other team members are. The 'Internal Optimist' within us all may affect their personal choices regarding risk, or they may be 'in the zone', and could be unaware of something potentially dangerous within their environment.

TIME –v- RISK

We can all make choices and decisions which are not always in our best interest in respect of safety.

One of the biggest drivers toward taking a chance is motivated by the need to save time and energy. These repeated conscious 'time-savers' have a danger of turning into the 'automatic' behaviours of tomorrow. Time-vs-Risk can be observed daily on our road networks, sometimes leading toward serious accidents.

We all make these conscious choices not only in work but in our personal lives too. Why take the long route when a risky shortcut could save some time? 'Why clear the kid's bikes out of your way to reach those stepladders, pulling and yanking them free, all that time and inconvenience, *what a waste.* –or- 'I know, *why not just balance on the short stool to change that light bulb?*'...

Taking risks to save time can not only result in an injury to yourself, but may influence others around you to do the same, by setting a bad example.

IMPLEMENTATION

For years companies have been focusing on the classroom auditory learning style, which can easily be diluted by repeated negative visual messages onsite. The auditory classroom theory is often 'killed off' by the powerful experiential daily visuals repeated continuously. Therefore to implement an effective culture change, more training needs to take place in the work environment, as the impact within the classroom can be limited. Classroom training followed up with onsite encouragement (coaching) has been proven to be a very effective method of sustainability.

SAFETY COACHES

Safety has taken a new turn, as it looks toward psychology and cultural issues.

A Safety Coach must not only pass on knowledge but also assist in steering the safety culture; developing a positive language shift & helping others break old associations with safety and at the same time bring with him/her high levels of enthusiasm and influencing skills.

ISCA SAFETY COACH TRAINING



The ISCA is a rapidly expanding group committed to supporting innovative practice within behavioural safety. ISCA Safety Coaches set an example on the ground everyone can aspire to.

There is a culture in every workplace. People control the cultural inputs and outputs, be this consciously or subconsciously. Culture has more of an impact on safety than the physical problems. So to understand culture, the Safety Coach needs an understanding of people.

Qualities of an I.S.C.A. Safety Coach

- Understanding the human contribution toward accidents.
- Have a model for breaking and making habits.
- Promoting a safety reminder culture.
- Utilize positive communication methods.
- Cultivate ideas for observing and trending.
- Coach team members toward positive pro-activity.

Safety coach training through the ISCA is rapidly becoming the industry standard in creating and then sustaining a positive behavioural safety culture within the organisation.

CONTACT INFORMATION

For more information about developing an effective behavioural culture within your organisation, visit our website at

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