

Behavior-Based Safety

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Today's Objectives

- Behavior Based Safety – Hands on Approach
- Implementation
- Process Improvement
- Discuss case studies and best practices
- Q&A



What is Behavior Based Safety?

- **Definition:** Behavior-Based Safety (BBS) is a systematic approach that uses behavioral science principles to enhance safety in the workplace by focusing on workers' behaviors.
- **Goal:** BBS aims to reduce incidents and injuries through the identification, observation, and reinforcement of safe behaviors.

How does it work?

1. Behavioral Observations
2. Feedback
3. Positive Reinforcement
4. Behavioral Interventions



Why does it work?

- Skinners Operant Conditioning
 - Behavior can be influenced by its consequences
- ABC Model



Simplified Perspective

- **Treat people the right way**
- **Communication matters**



Maslow's Hierarchy of Needs Theory

SELF- ACTUALIZA- TION

morality, creativity,
spontaneity, acceptance,
experience purpose, meaning
and inner potential

SELF-ESTEEM

confidence, achievement, respect of others,
the need to be a unique individual

LOVE AND BELONGING

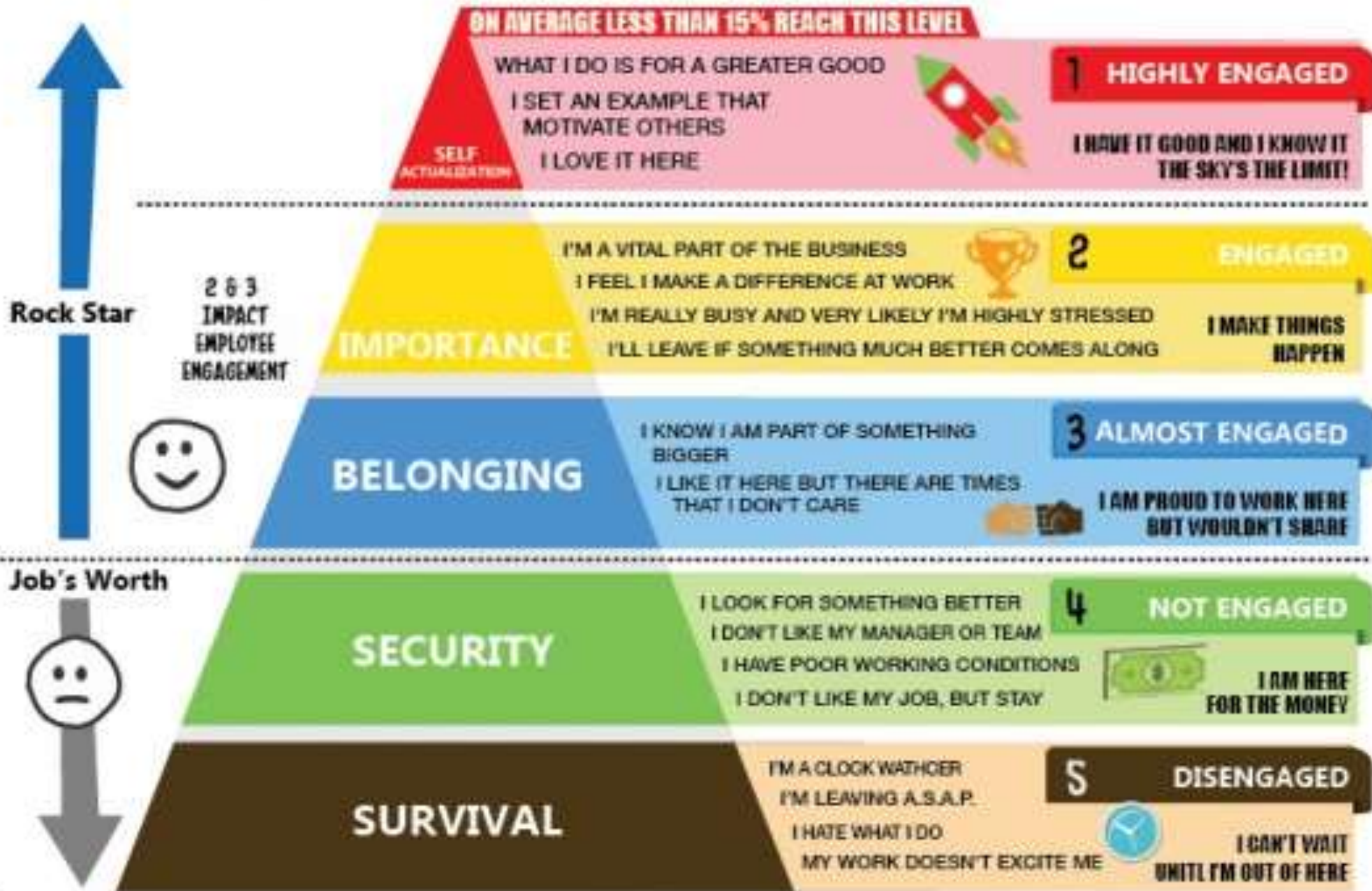
friendship, family, intimacy, sense of connection

SAFETY AND SECURITY

health, employment, property, family and social ability

PHYSIOLOGICAL NEEDS

breathing, food, water, shelter, clothing, sleep



WHERE

DO I

START

?



Laying The Foundation: Understand and Commit

Before diving in, it's essential to ensure that everyone from the top management to the front-line workers is on board. This is not just a program; it's a culture shift.

Action Steps:

- Engage Leadership
- Form a Steering Committee





Implementation

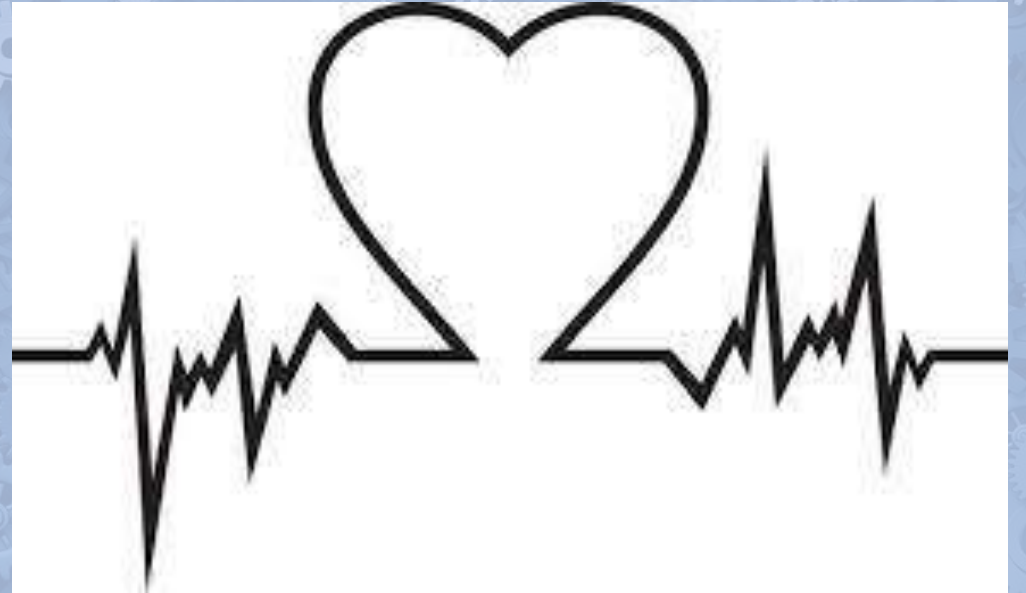
- Focus on Behavior
- Employee Involvement
- Data-Driven
- Continuous Improvement

Behavioral Observations: The Heartbeat of BBS

Understanding current behaviors is crucial. Observing and recording these behaviors helps identify patterns and areas for improvement.

Action Steps:

- Training Observers
- Structured Observation



Implementation Strategies

- Pre-Task
 - Morning Huddle
- Involve Field Leadership
- Create Safety Checklist
- Provide feedback
 - Provide appropriate feedback depending on the behavior of the employees.



Company: Paper Mill		Department: Paper Production		Work Area: PM1A	
Intervention: 1		Team: A		Date:	
Category: Access		Safe	Unsafe	Unseen	
1.0	Walkways are clear of obstructions				
Category: Housekeeping/General		Safe	Unsafe	Unseen	
2.0	All guards are in place and in good condition				
3.0	Personnel are not standing on handrails				
4.0	Back is kept straight when lifting				
5.0	Crane hooks are left at safe height				
6.0	Floors are clear of spillage's of:				
6.1	Oil				
6.2	Chemicals				
7.0	Sharp blades are in containers when not in use				
8.0	All drain grids are in good condition and seated properly				

Category: Personal Protective Equipment (PPE)		Safe	Unsafe	Unseen
9.0	Ear protection is worn at all times on operating floor			
10.0	Full face mask is being worn when tail feeding on calendar stack			
11.0	Gloves are worn when handling:			
11.1	Doctor Blades			
11.2	Hot objects			
11.3	Chemicals			
Category: Emergency Equipment		Safe	Unsafe	Unseen
12.0	Emergency exits are free from obstruction			
13.0	Red fire hoses are used for emergency purposes only			
14.0	Emergency equipment is free from obstruction			
15.0	Fire hose boxes all contain the full & correct # of items			
TOTAL:				
%Safe = (total safe/(total safe + total unsafe)) * 100				
Comments:				

Source: [Exploratory Analyses of the Effects of Managerial Support and Feedback Consequences on Behavioral Safety Maintenance](#)
Nov 2006

Feedback and Reinforcement: Shaping Behaviors

- Set goals
- Encourage employees to set achievable goals and remind them to focus on the safety processes and not on the results.
- Reward safe behaviors
- Rewards like a pat on the back or a handshake can help keep employees engaged in reducing workplace injuries.
- Raffles, Lunches, Swag, Etc



Data Analysis: The Insight Engine

Collecting data is only half the battle. Analyzing it to uncover trends and root causes is where the magic happens.

Action Steps:

- Data Collection
- Trend Analysis

- Share The Data!
 - Leading Indicators



Continuous Improvement: The Journey Never Ends

A BBS program is dynamic. It requires ongoing evaluation and adjustment to stay effective.

- Action Steps:
 - Regular Reviews
 - Employee Involvement

Continuous Improvement



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Education and Training: Empowering the Workforce

Knowledge is power. Regular training sessions ensure everyone is equipped to contribute to a safer workplace.

- Action Steps:
 - Initial Training
 - Refresher Courses
 - Scheduled Safety Standdown



Communication: The Glue that Binds

Effective communication ensures everyone is aligned and motivated.

Action Steps:

- Regular Updates
- Open Channel of Communication



Celebrate Successes: Building Momentum

Recognizing and celebrating milestones keeps the momentum going.

Action Steps:

- Success Stories
- Celebrate Milestones



Benefits

- **Reduced Incidents and Injuries:** By targeting at-risk behaviors, BBS helps in significantly lowering the rate of workplace incidents and injuries.
- **Enhanced Safety Culture:** Promotes a proactive safety culture where employees feel responsible for their own and others' safety.
- **Employee Engagement:** Involves employees in safety processes, increasing their commitment to maintaining a safe work environment.
- **Improved Performance:** Leads to overall better performance and productivity due to fewer disruptions from accidents and injuries.

Where's the cost?



Questions?



Thank you for your time!

