

# BEHAVIORAL BASED SAFETY TRAINING

Behavior Based Safety (BBS), is a process that informs management and employees of the overall safety of the workplace through safety observations. BBS is intended to focus workers' attention on their own and their peers' daily safety behavior. The goal of BBS program is to improve the employee safety of the organization. Why do we use BBS? According to the industry statistics, at risk behaviors are the cause of the most accident.

Behavior-Based Safety is a process designed to eliminate behaviors that tend to put workers at risk and to enhance current safety policies and protocols. Rather than try to get people to change via motivation or attitude, BBS programs successfully "act people into thinking differently" (Geller, 2001). In other words, they change behavior first in order to change their attitude. At-risk behaviors can lead to near misses, accidents, incidents, could even catastrophes.

BBS is focused on two concepts:

## Behavior

- What is behavior?
- What are the factors influencing "at-risk" behavior?
- How can this behavior be discouraged?

## Risk

- What is the risk?
- Why do people take risks?
- What are the consequences of taking these risks?

## Benefits of Understanding Personality Types

**Knowing your preferences:** Can improve your productivity, efficiency, and time management skills

**Avoid conflict:** You can train yourself to be more analytical and evaluate the situation before determining how to address it

**Appreciate diversity:** Recognizing how your personality type differs from and interacts with others' types can give you a great appreciation for diversity and what it adds to your team, work environment, and company

**Find the right career:** Your personality type plays a big role in whether you're suited for a particular career, how well you perform your daily responsibilities, and even your overall job satisfaction

**Improve decision:** Making abilities – How you make decisions is based on your sensing versus intuition preference. Accepting this about yourself and those around you can not only improve your ability to work more successfully with your colleagues but everyone you encounter

## Making a Difference

There are five contributing factors that tremendously increase the success of a BBS program: Effective leadership; Established safety systems and processes; Participation from all employees; Organization; Measurement and accountability.

**Systems:** In order for BBS to be effective, basic safety programs need to be in place. This includes minimum OSHA compliance, accident investigation, hazard audits, recordkeeping systems, etc.

**Participation:** Without participation and involvement, behavior-based systems rarely get off the ground and therefore, are not successful. Top management must make the commitment.

**Organization:** A positive social climate of trust, openness, respect for individuals, positive reinforcement, etc. is key to an organization's program. This will dramatically affect worker performance.

**Measurement and accountability:** The process or work activities that create a safe work environment are far more important than injury rates when trying to create a safety culture. When performance evaluations include safety meetings and hazard correction, then things get done. 5 Top Motivators: Respect, Trust, Ability to learn, develop and grow, Being part of the decision-making process, Consistent leadership, and Clear direction.

