BEHAVIOR BASED ON SAFETY BBS

Behaviors & Safety Culture – Triangle Foundation

Proactive Safety Management Measures Progress by Safe Behaviors not by Accident Rates

Lost Time Accidents — 1

Recordable — 30

First Aid Cases
Property Damage — 300

Near Hits
Unsafe Conditions — 3000

Behaviors

Reactive Safety Management

PROACTIVE Safety Management
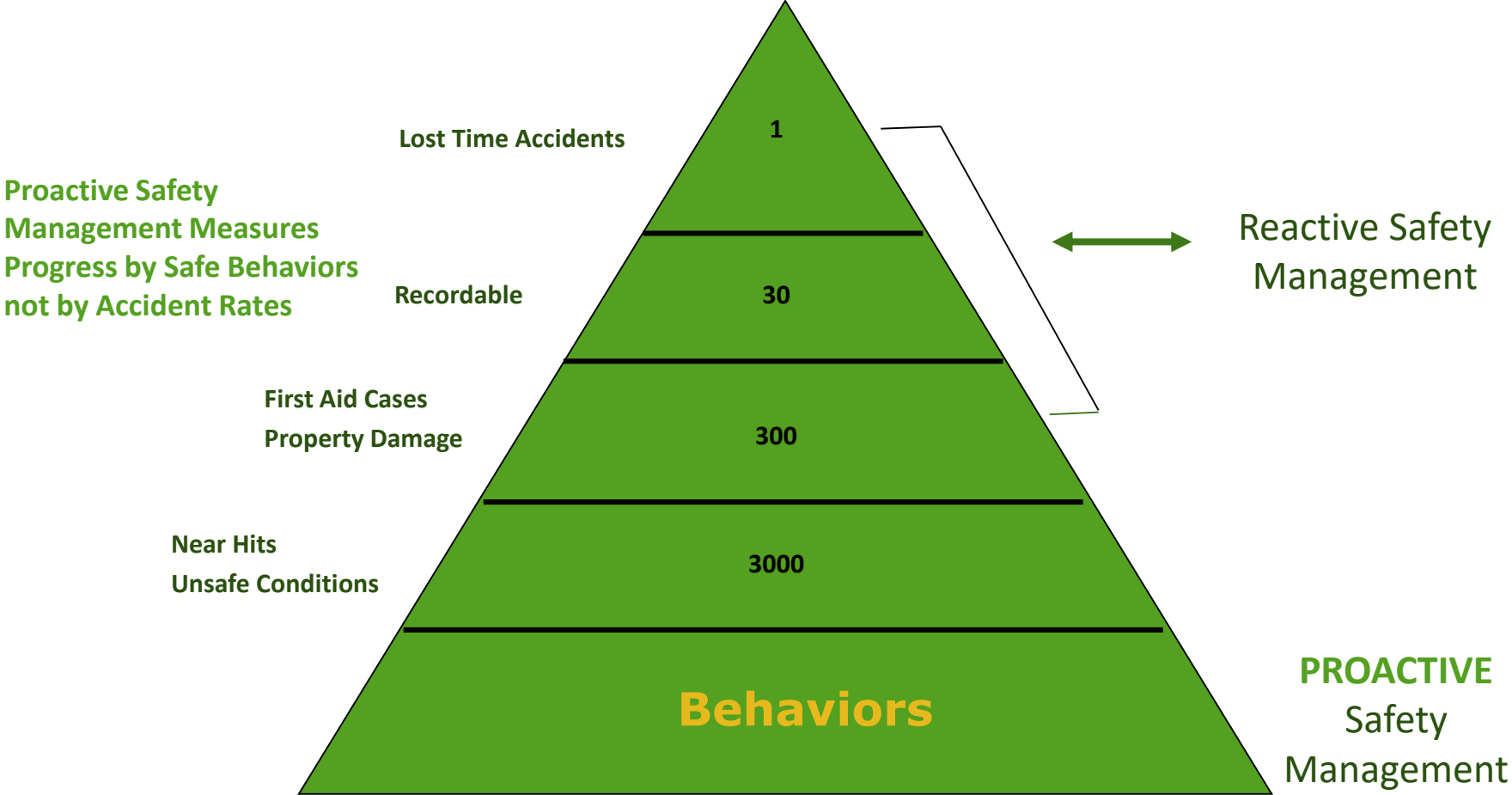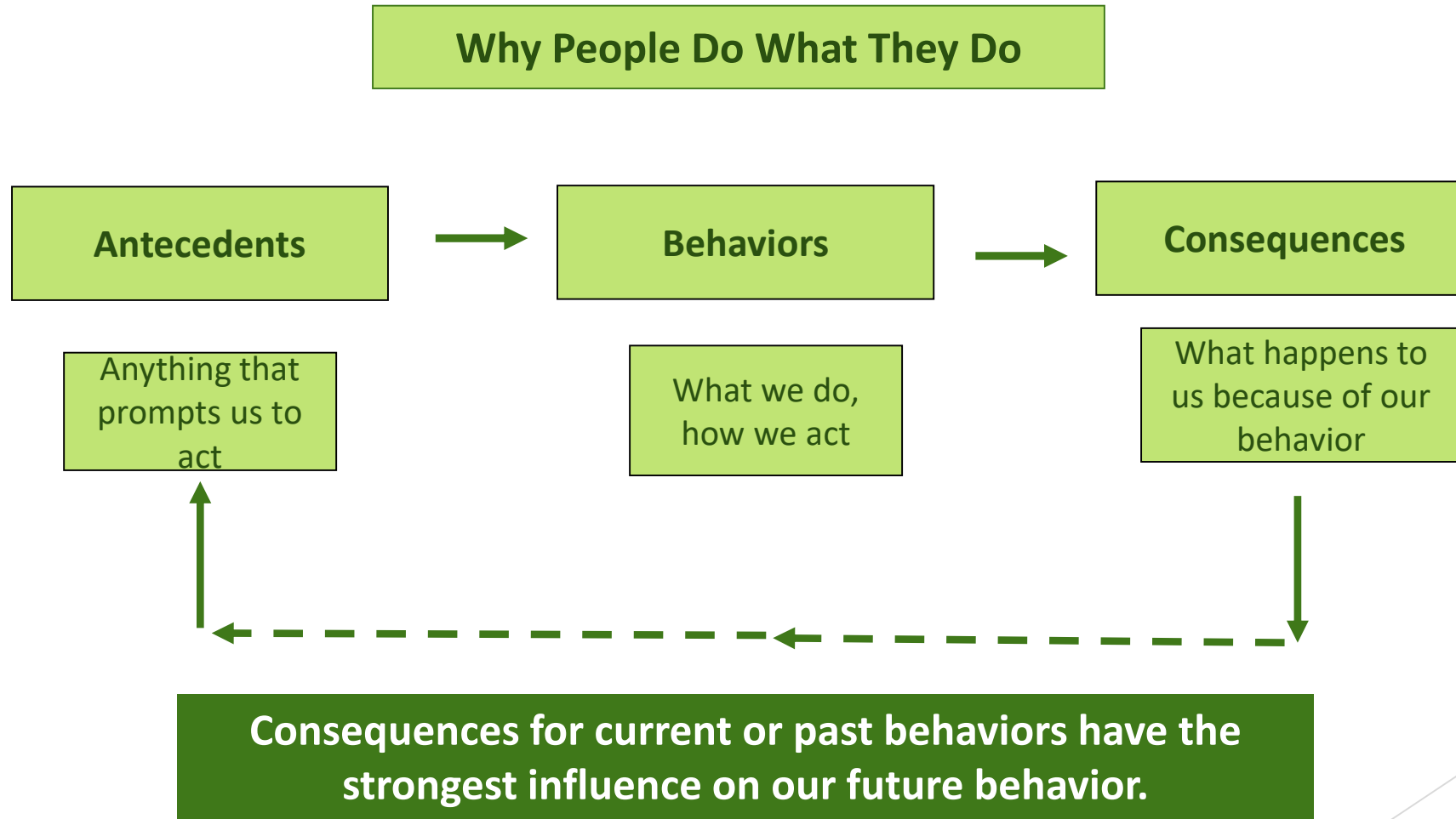
What represents the Behavioral Based Safety

Systematic approach about reducing the "at risk" behaviors at the working place

Purpose:

➢ reducing the possibility of incidents with injuries and the related costs

➢ helps the employees face the changes in a positive way

➢ reduces the risks for employees

Behavior mechanics - The ABC Model

Why People Do What They Do

Antecedents → **Behaviors** → **Consequences**

Anything that prompts us to act

What we do, how we act

What happens to us because of our behavior

Consequences for current or past behaviors have the strongest influence on our future behavior.

Observer- critical role within BBS

➢ human factor **is a critical element** for the successful implementation of a BBS system

➢ materializes the participative character of BBS

➢ interacts with an employee creatively in order to sustain safe practices and modify those which are not safe

➢ an active member -**not just a checklist filler**

➢ makes behavioral observations using specific checklists to guide

Observation – steps & challenges

Observation steps:

- introduction to the employee

- review checklist together

- stay back & observer & take note

- **feedback**

Key tasks and challenges during observation

- to observe how employees interact with their working environment

- to understand safe and unsafe behaviors

- to help the employees maintain and sustain safe behaviors

- to help the employees modify unsafe behaviors

- shows transparency and open spirit

- enables employee to understand the concept – **observation is not an audit**

Feedback

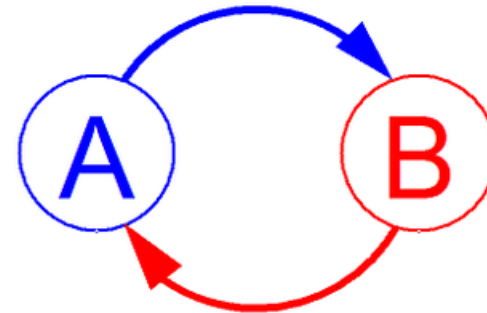**The art of communicating** with the employee by:

- praising for his/her safe behaviors

- discussing "at risk" behaviors

- trying to assist him/her modify at risk behaviors

Anatomy of feedback

- state purpose of the feedback

- begin with "safe" items

- continue with "at risk"

- check for understanding of feedback and ask for commitment

- close the feedback with a summary of safe findings and next steps

Keys:

- feedback must be value to the employee and not emotional release to the observer

- verbal feedback is to make employee feel relaxed and at ease

- care has to be given to the **body language** and the **tone of the voice**

BBS Model