

FIRST things FIRST: Priorities for creating protective and positive workplaces

Ryan Olson



The step before step one



Your Behavior Technology Toolbox

www.behavior-is-a-function-of-its-consequences.duh



$A \rightarrow B \rightarrow C$

Antecedents set the stage for behavior & signal the availability of consequences

- We pay attention to antecedents that predict reinforcement or punishment
- We ignore antecedents that don't predict consequences of value



Dr. Carl Cheney, USU Emeritus

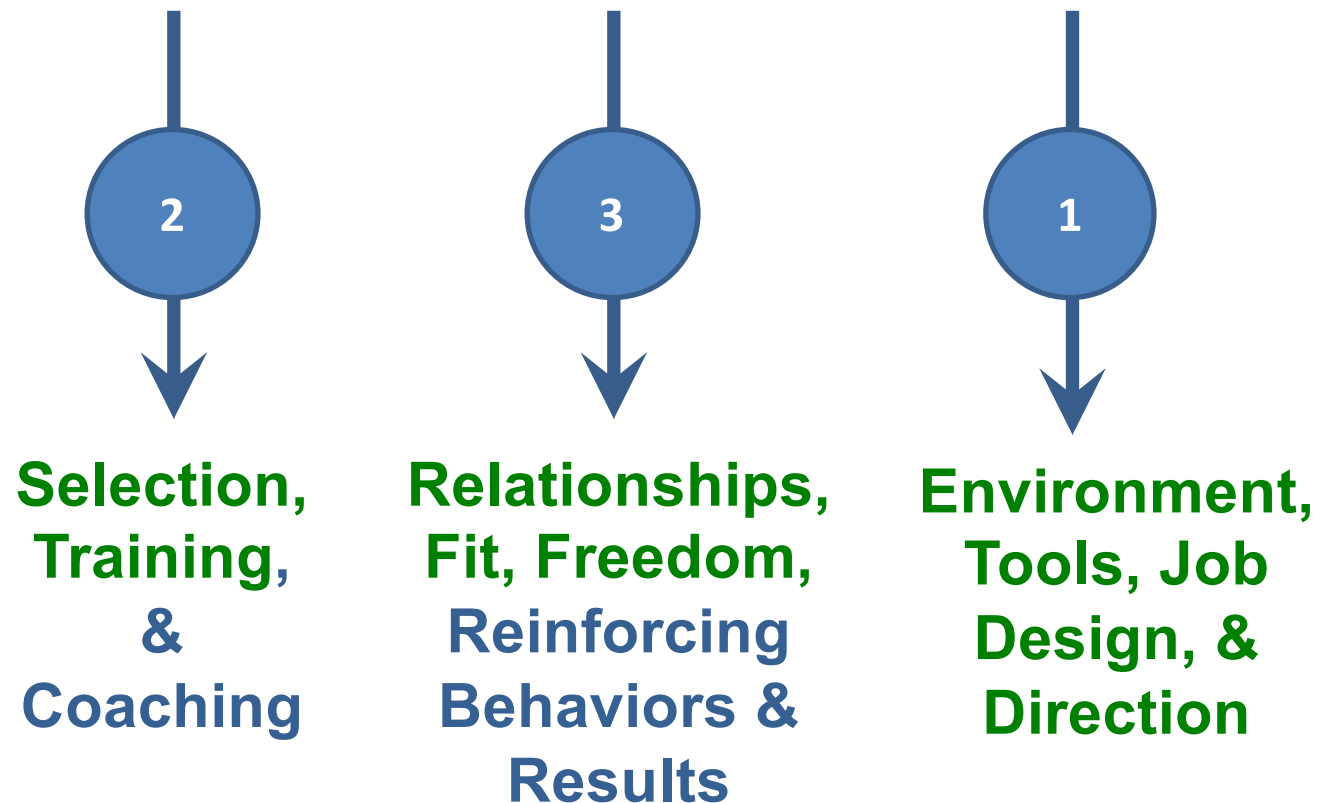
Consequences strengthen or weaken behavior

***Prevention behavior is a special problem**

$A \rightarrow B \rightarrow$ *nothing bad happens

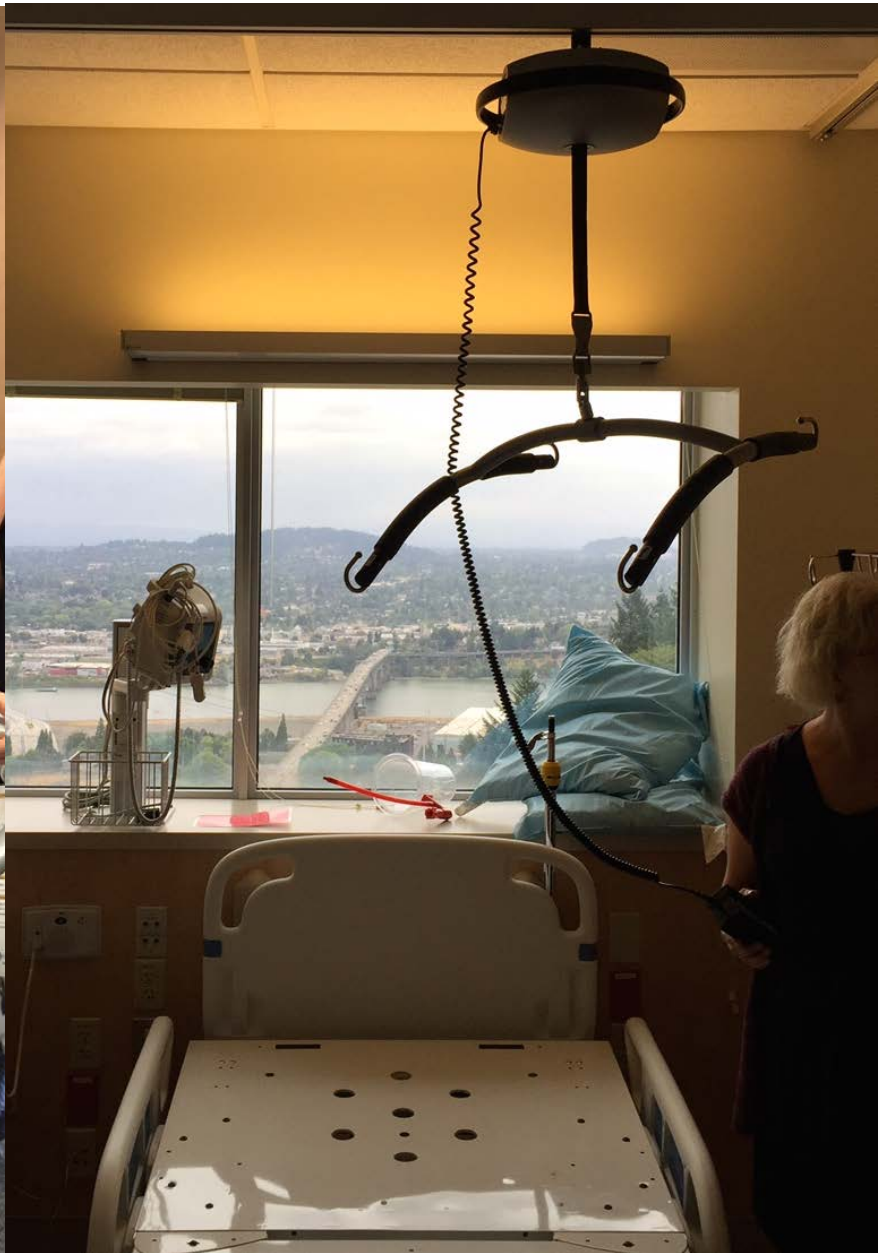
50% is “setting the stage”

Performance = (Ability + Motivation) - Obstacles



#1: Protective investments

\$158,556



Protecting includes job design...

Hungry

Angry

Lonely

Tired?



#2: Relationships



A NIOSH CENTER OF EXCELLENCE



SAY



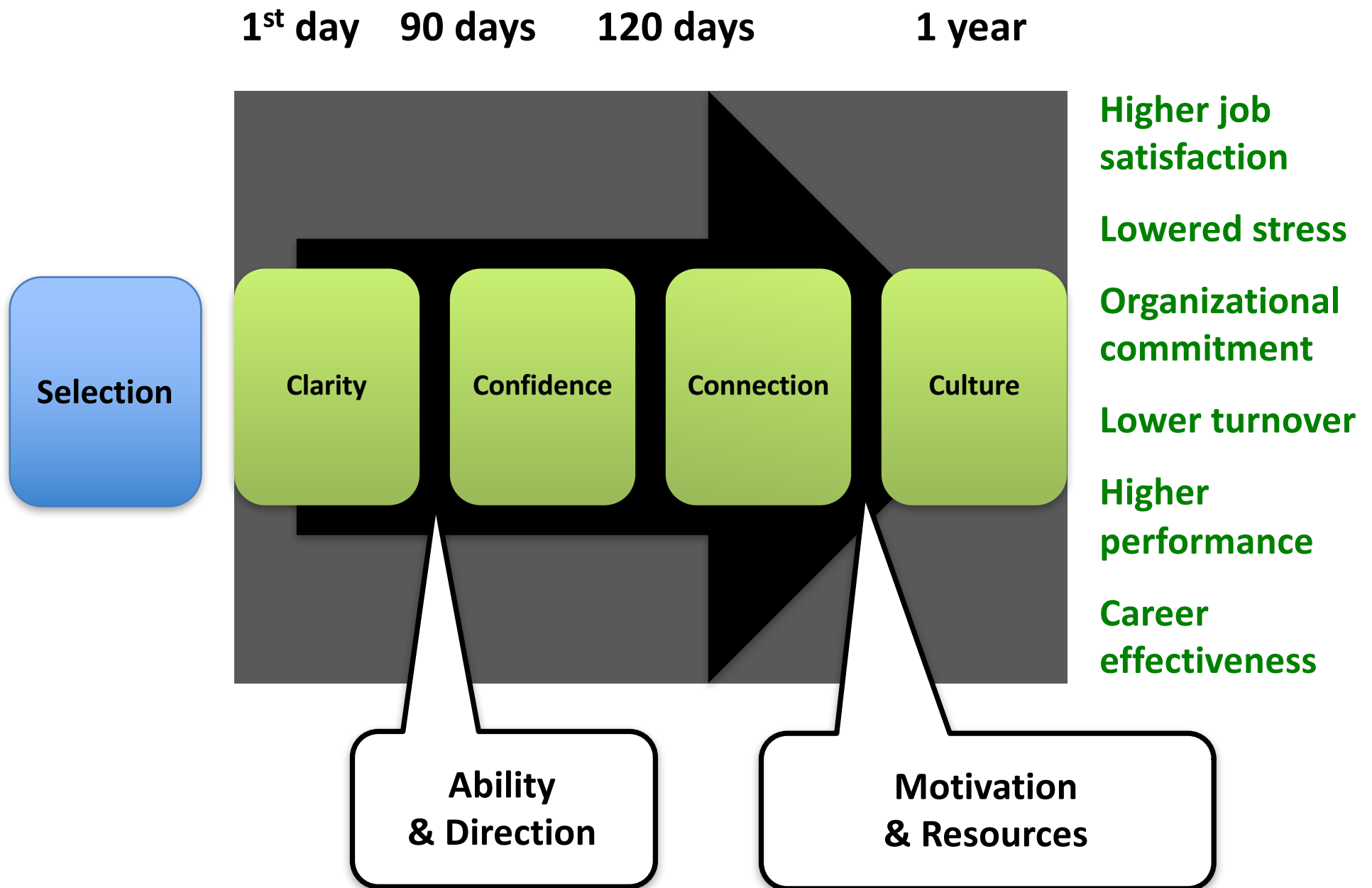
DO





Talya Bauer
The Four Cs of
Effective
Onboarding





1st day 90 days 120 days 1 year

Selection

Clarity

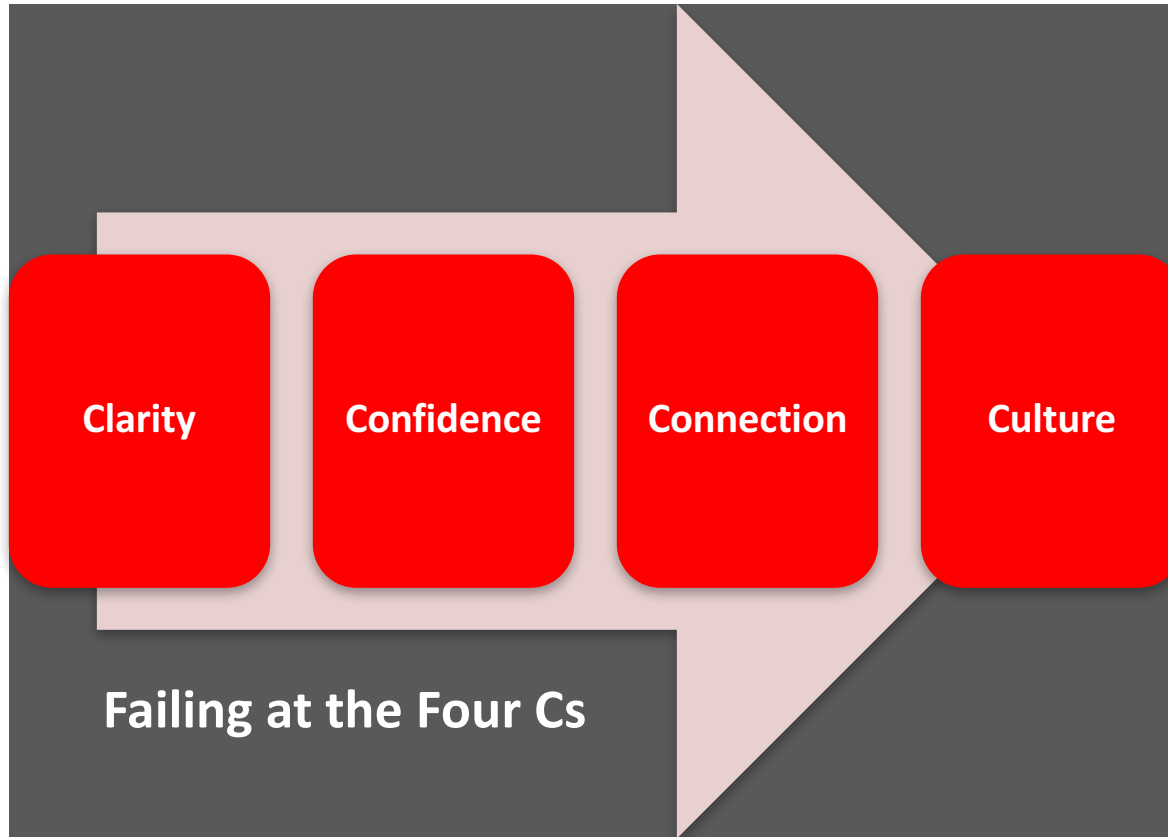
Confidence

Connection

Culture

Failing at the Four Cs

Dissatisfied
Stressed
Uncommitted
Thinking of leaving
Mediocre performance
Career lost at sea



#3: Smart FILTERED Communication

NOTICE TO ALL EMPLOYEES

Working on Federal or Federally
Financed Construction Projects

IMPORTANT: This notice is required by the
Department of Labor (DOL) and the
Department of Justice (DOJ) for all
employees working on federal or federally
financed construction projects.

UNEMPLOYMENT: Employees who are
unemployed for more than 90 days
must file for unemployment benefits
with the state unemployment agency.

PROTECTOR FIVE: The contractor must
provide a written statement of the
contractor's policy on the use of
force majeure.

Notice To Employees Working on Government Contracts

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Minimum Wages (Employees)
Employees' rights and responsibilities

Employees are entitled to a minimum wage of \$7.25 per hour. This notice is required by the Department of Labor (DOL) and the Department of Justice (DOJ) for all employees working on federal or federally financed construction projects.

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Job Safety
and Health
It's the law!

**BOTTOMS
BOOTS
BAGS** & *Bling*



**15 min
saved time

savings
spent on
discussion**

FRONT: Scripted Story

Toolbox Talk Guide **OR-FACE** www.ohsu.edu/croet/face
Novice Drywall Installer Dies in 7-Foot Fall from Scaffold

INSTRUCTIONS: Hold the guide with this side facing you and the other side facing your crew. Then read the story.

Our safety talk today is about a 22-year-old drywall installer from another company who was killed when he fell from a 7-foot scaffold. The victim and a lead worker were hanging sheetrock in a barn being converted into a shop. They were standing on the scaffold and holding a sheetrock panel against the wall when the scaffold moved backward on the victim's side. He fell between the scaffold and the wall and hit his head on the concrete floor and died two days later. The lead worker had locked the wheels on his side of the scaffold, but the younger worker had not. The victim was new on the job and had not yet received general safety training or scaffolding training.

So here are some ways we can prevent something like this from happening where we work.

- Lock all four wheels on mobile scaffolds and check the stability of a scaffold before you climb.
- Look out for younger workers by watching them work and teaching them proper safety steps for preventing falls.
- Guardrails and toe boards are required on scaffolds 10 feet or higher above the ground, but we can use them at lower heights for added protection.
- I or an experienced worker need to supervise the erection and use of scaffolds.
- Management or I need to make sure everyone is trained to identify, understand, and control fall hazards.

INSTRUCTIONS: Pause for discussion. Ask if anyone has comments or more tips to share. When done, read the last section below.

As a last step, I want to ask for your help with hazards like this.
If anyone notices scaffolds that are put together wrong or in bad shape, correct them or let me know right away. I also want everyone to look for other fall hazards at our site that we could fix or make less dangerous. I'll check back with everyone on these things next time I am working with you, or at our next safety talk.

Script with instructions in black boxes

Prompts for discussion and help correcting hazards

BACK: Line Drawing



High urgency alert word

Line drawings increase understanding and viewing distance

Top 3 preventive actions in bullets

DOWNLOAD GUIDES AT:
www.ohsu.edu/croet/face

#4: Fit, Freedom, and Influence



“If you want to truly understand something, try to change it.”

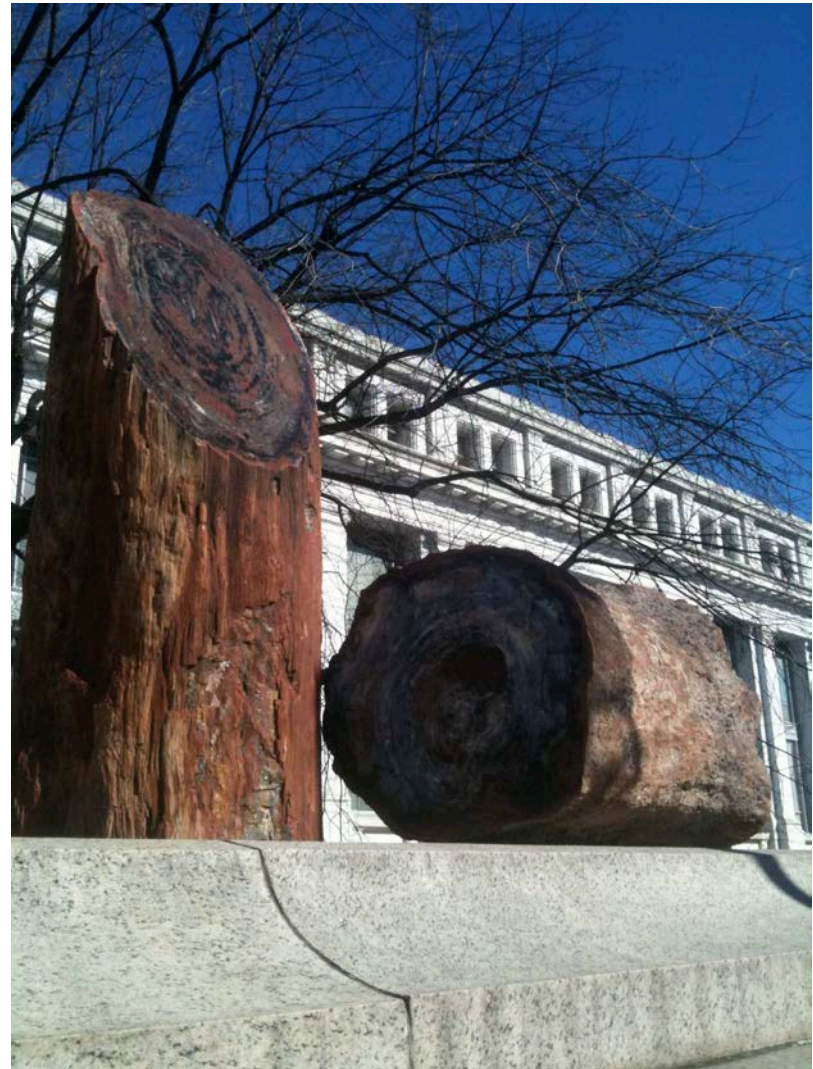
- Kurt Lewin

subtle signals, big impacts

Many past visitors have removed the petrified wood from the park, changing the state of the Petrified Forest

8%

<2%



What is normal here?



The background of the slide is a dark stage with a wooden floor. Five spotlights are visible at the top, casting a warm glow. The floor is made of dark wood planks that recede into the distance.

Setting the Stage

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