

1. Change behaviors.
2. Challenge ourselves to re-think how we work.
3. Certify the results on a daily basis.



# ***Tool Box Talk***

*Week of June 7th, 2010*

## ***Behavioral Safety***

**June's safety topic is "Behavioral Safety". We will provide an overview of what Behavioral Safety is, how this impacts our projects, what to look for and how to control.**

**Behavior-based safety (BBS)** is the "application of science of behavior change to real world problems". "focuses on what people do, analyzes why they do it, and then applies a research-supported intervention strategy to improve what people do".

In the 1930s, Herbert William Heinrich, who worked for Traveler's Insurance Company, reviewed thousands of accident reports completed by supervisors and from these drew the conclusion that most accidents, illnesses and injuries in the workplace are directly attributable to "man-failures," or the unsafe actions of workers. Of the reports Heinrich reviewed, 73% classified the accidents as "man-failures;" Heinrich himself reclassified another 15% into that category, arriving at the still-cited finding that 88 percent of all accidents, injuries and illnesses are caused by worker errors.

A good BBS program will consist of:

- Common goals — Both employee and managerial involvement in the process
- Definition of what is expected — Specifications of target behaviors derived from safety assessments
- Observational data collection
- Decisions about how best to proceed based on the data
- Feedback to associates being observed
- Review

Many of you are already familiar with the DBO2 Safety Inspection Program. This is JJ White's process of training employee's, observing, collecting observation data, providing feedback, making corrective actions and reviewing. Though this is not a 100% BBS Program, it does share many similarities, and we expect to see the positive benefits of reducing losses and correcting unsafe behaviors.

We are in the process of implementing the DBO2 program across all Operational Groups and Projects. You should expect to see some form of DBO2 activity on your project, including the Field Observations, Feedback and Review of Observation Data during Toolbox Talks. This is a JJ White expectation for both Field Safety and Supervision to perform.

Next week we will discuss some of the characteristics of the behaviors that we've been observing. We will trend them and use the following two toolbox talks to discuss what to look for, how to intervene and how to control behaviors and the hazards that they create.