

Did You Know...

POSITIVE REINFORCEMENT DURING SAFETY MOMENTS

- Positive reinforcement is the key to replacing unsafe work habits with safe habits. Move your employees away from natural positive reinforcement, such as risk-taking. The risk-taker gets the benefit of saved time and effort and perhaps also a lack of discomfort. The key to replacing unsafe behaviour with safe habits is positive reinforcement.
- Keep in mind that the positive reinforcement of safe behaviours needs to be given when it is observed, immediately and frequently, and in an appropriate manner. You can start saying, "Hey, you did a great job here." Make sure that everybody knows when they are doing a good job! Next thing you know, everyone is working safer because we want to make sure that we're actually getting that praise and getting the recognition we deserve.
- Be sure that you don't focus all your positive reinforcement on the hourly employee. Include supervisors and management as well. Remember, changing the safety culture begins with management. While hourly employees are reinforced for safe practices, adhering to safety training, and looking out for each other on the worksite, Managers are awarded positive reinforcement for their supportive behaviours. Looking for ways to bring the "small wins" from management into the Safety Moments will add to the cohesiveness of your safety culture.

