













The INGAA Foundation, Inc.

Putting It All Together

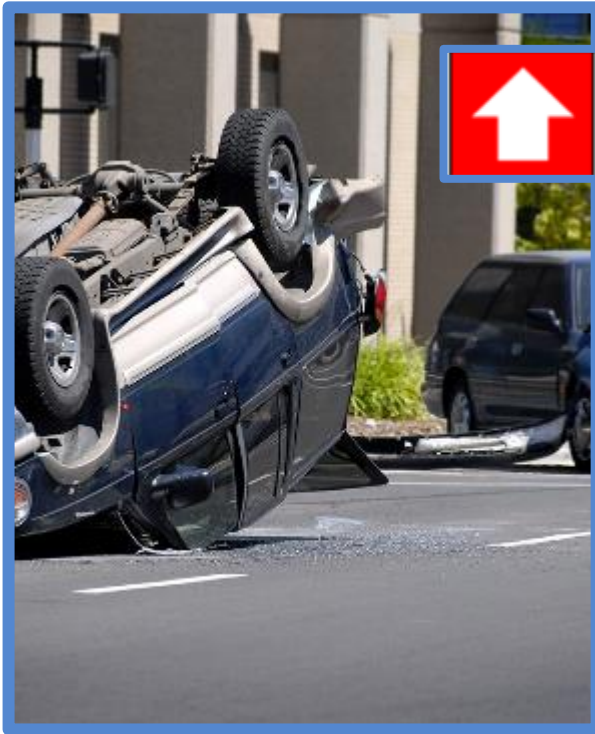
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Simple Strategies to Manage Risk

| | | | |
|---|---|---|--|
|  | 1 OVERESTIMATING CAPABILITY / EXPERIENCE |  | 6 COST OF NON-COMPLIANCE |
|  | 2 FAMILIARITY WITH THE TASK |  | 7 CONFIDENCE IN EQUIPMENT |
|  | 3 SERIOUSNESS OF THE OUTCOME |  | 8 CONFIDENCE IN PROTECTION AND RESCUE |
|  | 4 PERSONAL GAIN OR ADRENALINE |  | 9 POTENTIAL PROFIT OR GAIN FROM ACTIONS |
|  | 5 PERSONAL EXPERIENCE WITH AN OUTCOME |  | 10 ROLE MODELS ACCEPTING RISK |



Factor 1: Overestimating capability/Experience



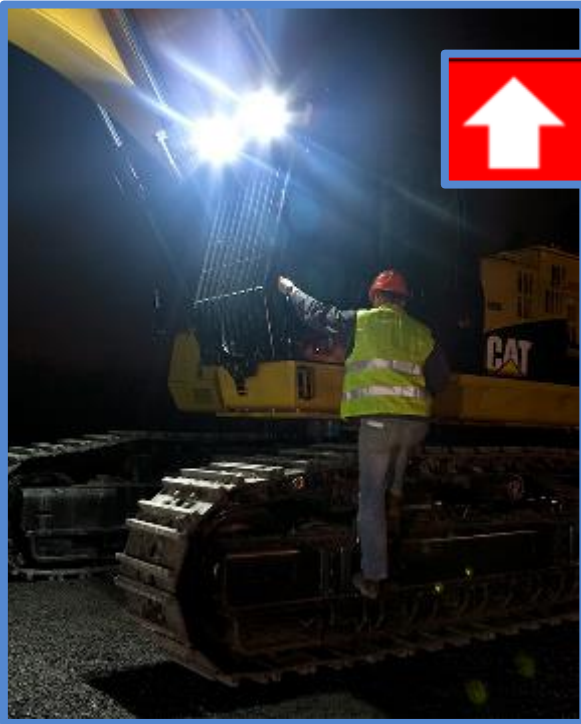
1 OVERESTIMATING CAPABILITY / EXPERIENCE

Factor 1 Strategies

- Leaders embrace their role as mentor.
- Clearly state that you expect safe work.
- Remind employees to follow every safety procedure.
- Encourage Leaders and employees to ask for help if needed.



Factor 2: Familiarity with the Task



2

FAMILIARITY WITH THE TASK

Factor 2 Strategies

- Make sure every time is like the first time.
- Ask yourself—How would I teach this to a new person?
- Say the steps of the task out loud as you complete them.



Factor 3: Seriousness of the Outcome



3 SERIOUSNESS OF THE OUTCOME

Factor 3 Strategies

- Use language that more appropriately describes how serious the outcome could be:
 - “Crush” instead of “pinch”
 - “Scalding hot” instead of “hot”
- Communicate information about actual consequences to demonstrate the seriousness of the outcome.



Factor 4: Personal Gain or Adrenaline Rush



4 PERSONAL GAIN OR ADRENALINE

Factor 4 Strategies

1. Have employees stop and think:
 - What could go wrong?
 - How bad could it be?
 - Am I physically/mentally ready?
 - Do I clearly understand my task?
 - Do I have the right tools and equipment?
2. Then check to see if they follow safety procedures to reduce / eliminate risk.



Factor 5: Personal Experience with an Outcome



5

PERSONAL EXPERIENCE WITH AN
OUTCOME

Factor 5 Strategies

- Inform newer workers of serious incidents that the company may have experienced in the past.
- Explain that incidents have occurred when procedures weren't followed.
- Remind employees to ask themselves, "What could go wrong?"
- Use safety alerts and incident reports.



Factor 6: Cost of Non-Compliance



6 COST OF NON-COMPLIANCE



Factor 6 Strategies

- Acknowledge the “cost” of non-compliance with employees.
 - From injury or death, to work stoppage, the costs are high.
- Examine leader’s behaviors and actions to ensure they support compliance.
 - Are communications clear? Is training prioritized? Are processes upheld?
- Increase recognition for compliance
 - Consider different recognition strategies for observed safe work..



Factor 7: Confidence in Equipment



7 CONFIDENCE IN EQUIPMENT

Factor 7 Strategies

- Train employees on the limitations of equipment.
- Train employees on the limitations of engineering.



Factor 8: Confidence in Protection and Rescue



8

CONFIDENCE IN PROTECTION AND
RESCUE

Factor 8 Strategies

- Help employees understand:
 - There are limitations to protection and rescue measures.
 - PPE and rescue services are a last resort, and should not be relied on.
 - Consider the risks of the job and how it could be done without using PPE.



Factor 9: Potential Profit or Gain from Action



9 POTENTIAL PROFIT OR GAIN FROM ACTIONS



Factor 9 Strategies

- Identify situations where pay systems reward unsafe behavior.
- Remove incentives for early completion, or other factors related to schedules.
- Ensure reimbursement methods for personal safety equipment are not a barrier for replacing clothes or tools.
- Acknowledge employees for specific safe work behaviors.



Factor 10: Role Models Accepting Risk













10 ROLE MODELS ACCEPTING RISK

Factor 10 Strategies

- Assign role models who have a proven record of low risk tolerance as mentors.
- Identify role models who allow sub-standard work and coach them.
- Acknowledge role models who demonstrate and correct safe work practices.
- Reinforce the behavior of role models when it demonstrates the correct and safe practices.



The 10 Factors Influencing Risk Tolerance

| | | | |
|--|---|--|--|
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Review

- Leaders tolerance for risk impacts decisions on the job.
- When leaders are aware of different factors that affect their tolerance for risk, they can better manage risk
- Remember the strategies for the ten factors





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