OUR WORLD HAS EVOLVED...
WE HAVE EVOLVED...

IT IS TIME FOR SAFETY TO EVOLVE

HabitSafe

Still having incidents?

Effective leaders realise human decisions and behaviour have a lot to do with incidents.

Traditionally, organisations have prevented incidents by:

- Using Safety Management Systems to eliminate hazards or control risks. This resulted in improvements to legal compliance and risk management.

- Leading, observing and coaching people on the importance of safety. This resulted in some improvements to conscious control and decision-making.

During the last 40 years, organisations have managed safety by only doing things around the worker or fortifying concious control.

They are a good start and worth doing but have limitations that raise an important question:

Are we missing something?...
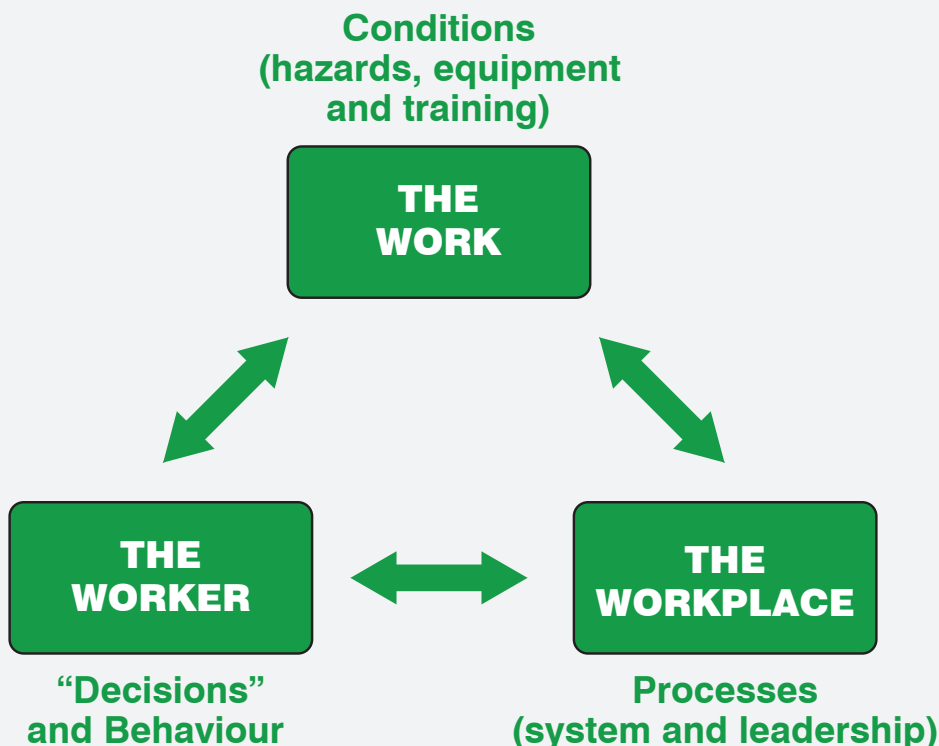
Doing things WITH the worker

The latest brain science research shows our subconscious determines up to 95% of what we do. The direct result of this is we do many things in an automated fashion.

This means familiar tasks which we have done many times before, can often be done with minimal conscious thought. This is why we return to check if we have locked the house or car after leaving. When we do something in an automated fashion, we often don't remember doing it.

HabitSafe aligns people's subconscious processes with the organisation's safety goals. It does this by providing a different paradigm for understanding human decisions and behaviour.

Simply giving more knowledge to be safer isn't enough - knowing what to do is one thing (conscious understanding), doing it when it matters is quite another (subconscious action).

The Holistic Safety Model

**Conditions
(hazards, equipment
and training)**

THE WORK

THE WORKER

THE WORKPLACE

**"Decisions"
and Behaviour**

**Processes
(system and leadership)**

The modern day safety problem of inattention

Most incidents don't happen because the person didn't know about the hazard, wasn't trained or made a poor conscious decision.
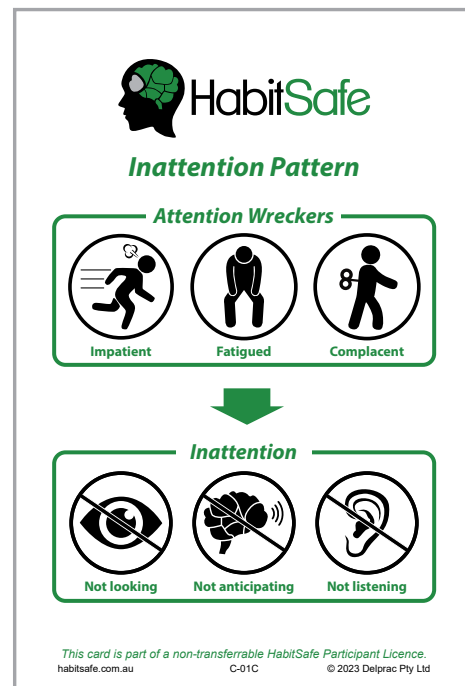
Incidents typically happen because the person wasn't paying attention **to what could hurt them at the time**, and as a result, made contact with it.

The problem of inattention cannot be solved by only doing things <u>around</u> the worker or fortifying concious control. We are accustomed to attributing tiredness, problems at home, outside distractions and other external factors (beyond the control of the workplace) to inattention.

Research has identified that **94.7%** of incidents are caused by inattention resulting in line-of-fire interactions, slips, trips, falls or overexertions.

Our natural ability to predict and control distractions and external factors is limited. However, we can minimise inattention and help people work safely when distractions occur. But to do so we first need to understand how inattention comes about.

There are three primary causes of inattention. They are all subconcious brain modes that we refer to as the "Attention Wreckers".

HabitSafe
Inattention Pattern

Attention Wreckers
Impatient | Fatigued | Complacent

Inattention
Not looking | Not anticipating | Not listening

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> **HabitSafe creates a shared language and structure around what everybody knows and refers to as "common sense"**

The modern day safety solution

Once people appreciate how common inattention is and learn its primary causes, they want to be more attentive. Nobody wants to be inattentive if they can help it.

But simply making people aware of the causes of inattention isn't enough.

Traditional safety thinking assumes behaving safely is a front-of-mind issue. Although it is true some of the time, brain science shows people are not wired to keep safety (or anything else for that matter) front-of-mind for long.

As soon as something becomes familiar, our brain shifts it to the back of the mind and inattention subsequently results. We are designed to do most things this way. It is part of being human.

To improve safety performance further, we need a whole-of-brain approach that goes beyond what we are consciously thinking about. Fortunately, brain science shows the human brain is "soft-wired" and can be re-programmed.

That means that our ability to pay attention can be improved considerably.

And this is what HabitSafe does, by teaching:

- How common inattention is.

- How to detect and be on guard against the primary causes of inattention.

- Quick-win skills and habits that provide extra protection when inattention is present (because often, it will be there without us knowing about it).

HabitSafe provides three simple and easy-to-use techniques that minimise inattention and help reduce incidents significantly from day one.

HabitSafe also works with leaders and front-line supervisors to establish the "framework" required to ensure early gains are sustainable in the long term.

HabitSafe Implementation

The HabitSafe three-phase roll-out plan

Phase 1	Leaders	Phase 2	Everyone	Phase 3	Everyone

Phase 1 — Leaders

Leading HabitSafe
(Managers and Stakeholders)
Coaching With HabitSafe
(Front-Line Supervisors)

Getting leaders on board.

Phase 2 — Everyone

Monthly Training Sessions
Toolbox Talks
Daily Practice Activities

Building skills and forming habits that minimise inattention.

Phase 3 — Everyone

Focus of the Month
Peer-To-Peer Coaching
Anticipating Inattention

Embedding safer skills and habits for the long term.

As with any successful change initiative, HabitSafe needs to start at the top.

Leaders need to understand the HabitSafe process from the "self" perspective and develop the ability to drive, support and encourage the skill building and habit forming that helps people minimise inattention.

The HabitSafe staged approach combines engaging training sessions with learner-driven practice so the attention-enhancing techniques are repeated routinely until they become automatic.

HabitSafe's aim is to help organisations align people's decisions and behaviour (via safer skills and habits) with desired safety goals.

HabitSafe does this on three levels:

- Everyone attends three training sessions, 3-4 weeks apart. They also complete deliberate practice activities for up to 5 minutes every day.

- Front-line supervisors attend a Coaching With HabitSafe session to help their people improve their skills and habits. They also learn how to deliver the HabitSafe Toolbox Talks.

- Managers (and Stakeholders) attend a Leading HabitSafe session to obtain an in-depth understanding of HabitSafe and agree on an action plan for long term success.

The HabitSafe roll-out plan follows a three-phase approach:

- **Phase 1:** Getting leaders on-board, skilled-up and ready to influence effectively.

- **Phase 2:** Getting everyone to build the skills and form the habits necessary to minimise inattention.

- **Phase 3:** Getting everyone to embed the skills and habits necessary to minimise inattention in the long term.

HabitSafe typically achieves a 40-70% reduction in incident rates within 6 months. It enhances safety culture, improves compliance and makes human decision making more effective, resulting in empowered people that have more control over their own safety.

Associated improvements in productivity, psychological safety and communication have also been reported.

Contact HabitSafe

Get started on the path to Third Generation Safety today.

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