



Job Name: _____ Job Site Location: _____
 Date: _____ Start Time: _____ Finish Time: _____ Foreman/Supervisor: _____

633: Behavior-Based Safety



Introduction: Behavior-based safety is a proactive approach to safety and health management. Behavior-based safety recognizes unsafe or at-risk behaviors as a frequent cause of both minor and serious injuries. Behavior based safety takes into account how at-risk behaviors can be recognized, acknowledged, and then averted?

- **Statistics** reveal that 80% to 95% of injuries are caused by at-risk behavior. Behavior-based safety requires progressive thinking.
- **When** added to a safety program already attempting to comply with OSHA regulations, behavior-based safety shows "good faith."
- **Key elements** of behavior-based safety are employee/management involvement, identification of safe and at-risk behavior, observation, feedback, and intervention. Your behavior is the manner in which you conduct yourself while on the job.

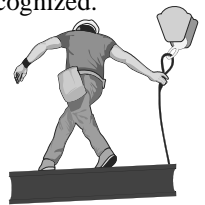
What must I do? As an employee who is concerned with safety, you can participate in the company safety program. Follow the work rules and processes that the company develops. Use all supplied personal protective equipment. Cooperate with the safety manager or safety committee when they observe you at your workplace, or when they request information from you on how you work.

- **Make sure** that your safety behavior maintains an injury prevention process that provides an evolving and continuous program.
- **Ensure** that you create a set of goals while integrating personal values, promoting self-esteem and pursuing personal motivation.
- **The most important** part of safe work practices is recognizing that there are positive outcomes for following the rules.
- **Standards** need to be defined and communicated to the workforce.
- **Encourage** use of more than one method and process that can be used. Discuss behavioral and at-risk observations.
- **Have** small groups identify one of the problems. Have the groups decide upon a root cause that they believe could be responsible for the condition or behavior identified as a "problem". Brain-storm possible solutions to the surface and root causes that are listed.
- **Obtain** agreement upon two different recommendations that would address the surface cause and two different recommendations that would address the root causes identified. A safety system needs to reinforce the good behaviors.
- **OSHA's** Voluntary Protection Programs (VPP) recognize worksites where employers and employees work together to achieve safety and health excellence.
- **Work** with a mentor that has been on the job long enough to know all the safe procedures that need to be implemented.
- **Use** a technique that focuses on job tasks as a way to identify hazards before they occur. Focus on the relationship between the task, the tools, and the work environment. After you identify at-risk behaviors, take steps to eliminate or reduce them.
- **List** jobs with hazards that present unacceptable risks, based on those most likely to occur and with the most severe consequences. These jobs should be your first priority for analysis. Evaluate how you approach and conduct safe work habits.
- **When** beginning a behavior-based analysis, perform a job and list each step you take. Every task can be broken down into steps.
- **Make sure** to record enough information to describe each job action without getting overly detailed. Get input from other workers who have performed the same job. Discuss prior at-risk behaviors and how they have been recognized, acknowledged, and averted.
- **Review** the job steps to make sure you have not omitted something. Have a discussion about the recommended solutions.
- **When possible**, try and obtain visual recordings that can be handy references when doing a more detailed analysis of the work.
- **Show** your gratitude with a few words of encouragement and recognition of the positive changes that you have recognized.
- **Remember**, employees must conduct their work in compliance with all safety rules.



Employers need to concentrate on: Developing a clear safety mission and goals.

- Communicating the vision and goals to all workers.
- Enabling each safety group to attain its own specific safety goals.
- Encouraging individual participation by all workers.
- Empowering employees to set and achieve their own safety goals.
- Fostering mutual respect and support to all workers.



Conclusion: The aim of the behavior-based approach is to reduce the occurrence of at-risk behavior by modifying such behaviors through observation, feedback, and positive intervention. Prevent injuries before they have the chance to present themselves.

Work Site Review

Work-Site Hazards and Safety Suggestions: _____

Personnel Safety Violations: _____

Employee Signatures:

(My signature attests and verifies my understanding of and agreement to comply with, all company safety policies and regulations, and that I have not suffered, experienced, or sustained any recent job-related injury or illness.)
