

Psychology of Safety

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What is psychology of safety?

What is psychology?

the science of mind and behaviour of an individual or groups of people

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What is safety?

Accident- and injury-free production. There is an absence of injury risks, dangers or losses by minimising hazards, accidents and near-misses

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Psychology of Safety

How **psychology** influences the **safety** and health of people

What factors influence Psychology and Safety behaviours

Personality

Aptitude

Safety Culture

Socio-economic factors

Environmental Factors

What factors influence Psychology and Safety behaviours

Personality

Previous research suggested that **personality factors such as conscientiousness, agreeableness and tension (anxiety)** could predict compliant safety behaviour both directly and indirectly through **safety attitude** and could predict proactive safety behaviour.

Aptitude

Aptitude, skill and **employee aptitude and job fit** could greatly influence and individual's and probability success on the job.

Safety Culture

Research findings also emphasises the importance of **fostering a safety climate** within the workplace, which can significantly impact on employee safety behaviour. By creating and **promoting a safety climate** within an organisation is sending implicit and explicit messages to employees regarding their expectations in regards to safety behaviour.

Personality – Individual factors

16 FACTOR PERSONALITY QUESTIONNAIRE (16PF)

This looks at general personality traits, assessing the individual's characteristic way of behaving across situations

Eg. Rule orientation, Perfectionism, Emotional stability and Tension.

PsySafe™

Looks at dimensions that impact on our personal safety and how these dimensions impact on how we act and therefore on our personal health, our safety and wellbeing.

Aptitude and job fit

VTS (DOVER)

- Determination test
- Time movement anticipation
- 2hand co-ordination
- Signal detection
- Cognitrone

Individual skills & experience vs. skills required for the job

Aptitude and job fit

Linking individual aptitude & experience to the skills required for the job

Level 1



Low risk

Candidate's overall skills are assessed as being **GOOD**. These individuals can undertake more involved tasks and **operate complex machinery**.

Level 2



Medium Risk

Candidate's overall skills are assessed as being **AS GOOD AT THE NORM**. These individuals can **undertake moderately involved tasks and operate uncomplicated machinery**.

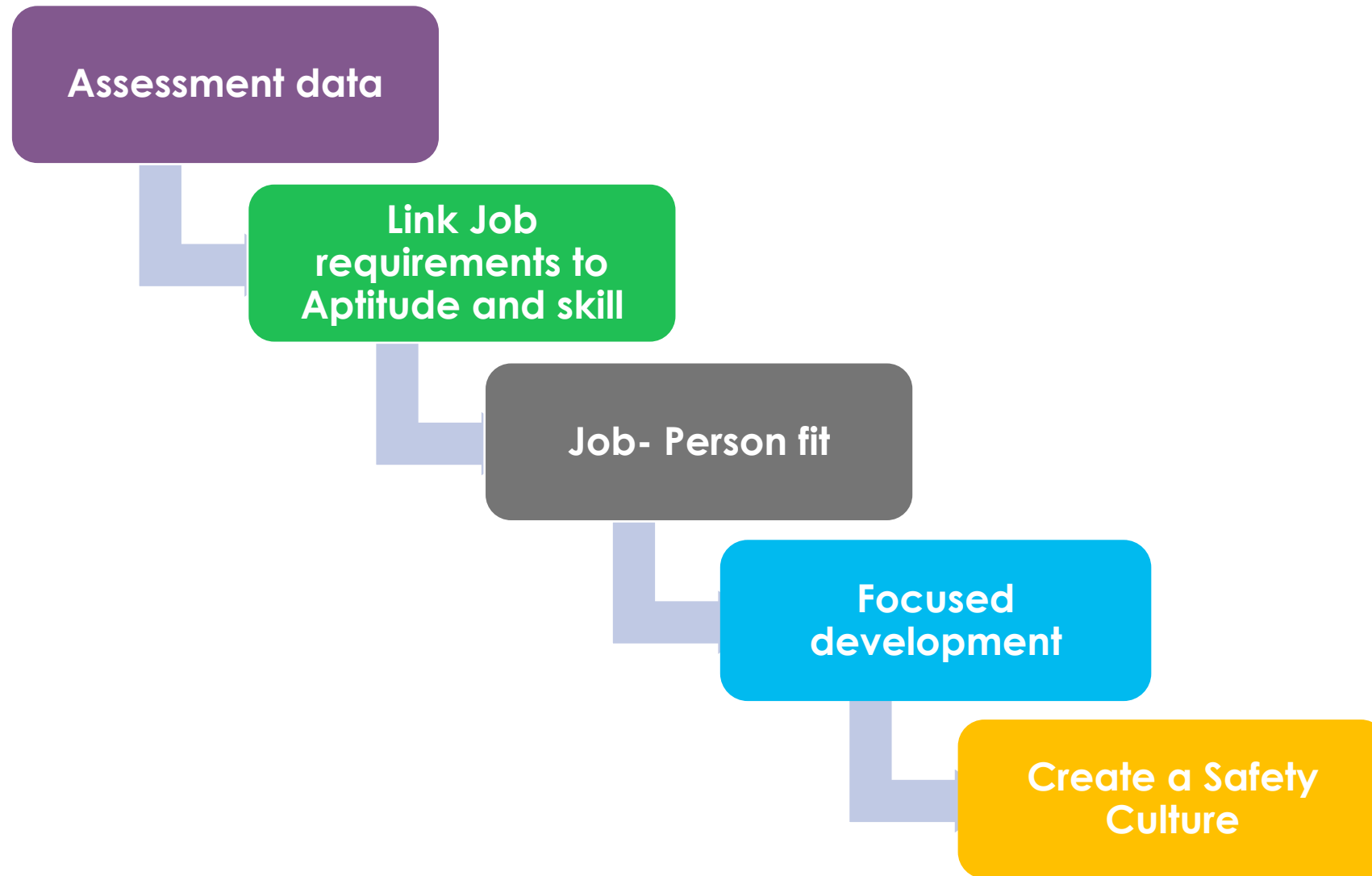
Level 3



High risk

Candidate's overall skills are assessed as being **BELOW AVERAGE**. These individuals can undertake **basic routine tasks and operate basic uncomplicated machinery**.

Creating a Safety Culture



What is the concern?

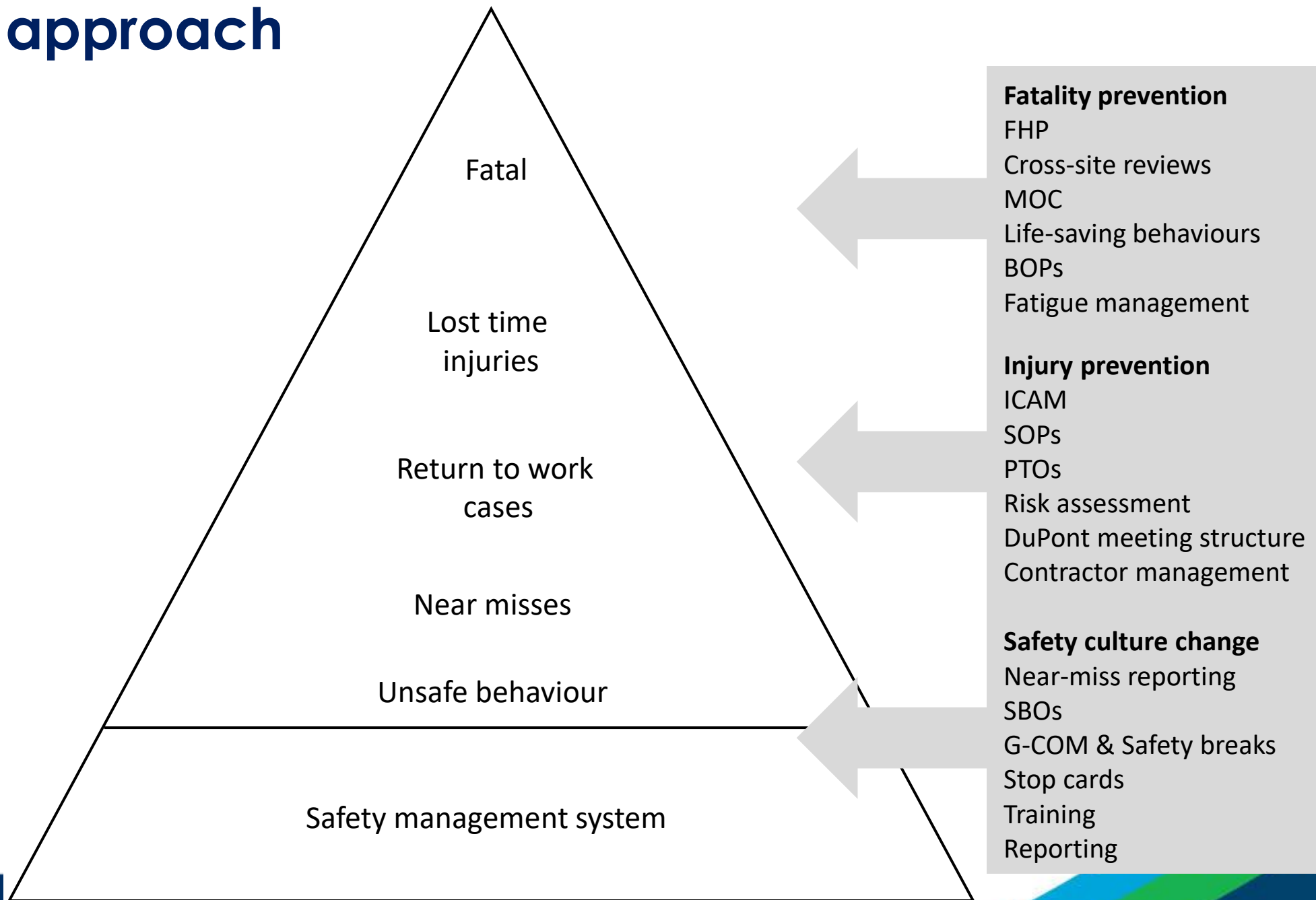
What percentage of mine accidents is caused by human error?

a) > 75%

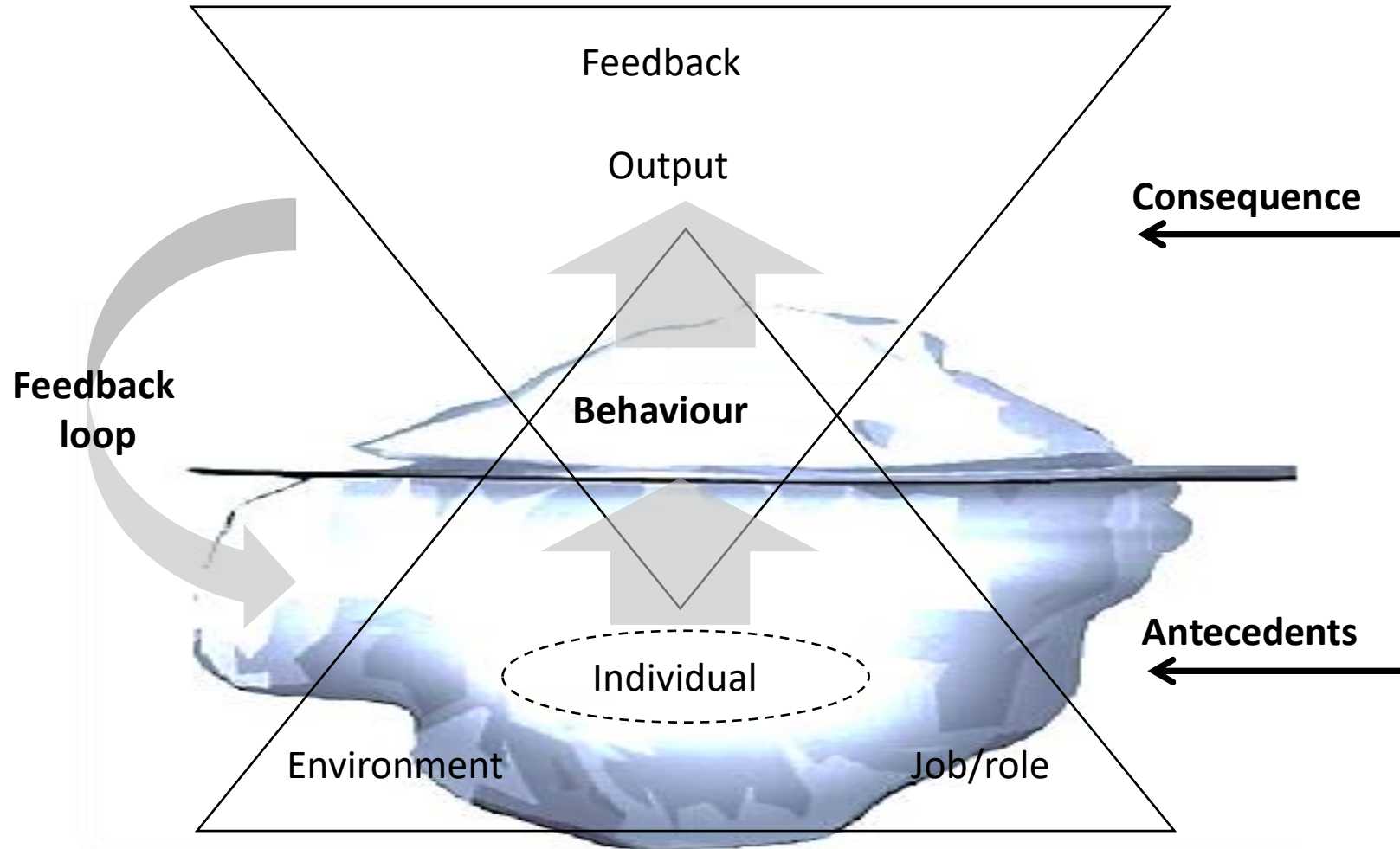
b) > 85%

c) > 95%

Typical approach



Mind/mental factors in context



Value of PsySafe™ – it assists you to:

- **SELF-AWARENESS:** Gain insight into the PsySafe™ dimensions (state of mind) that impact on how you approach tasks.
- **DEVELOP SELF:** Identify opportunities (in your PsySafe™ profile) to improve your capacity to apply safe work practices.
- **HELP YOUR FRIEND:** Assist team members to look into their workmates' psychological state by acting as their *brother or sister's keeper*, thereby assisting them to approach tasks in a consistently safe manner.

Overall practical process

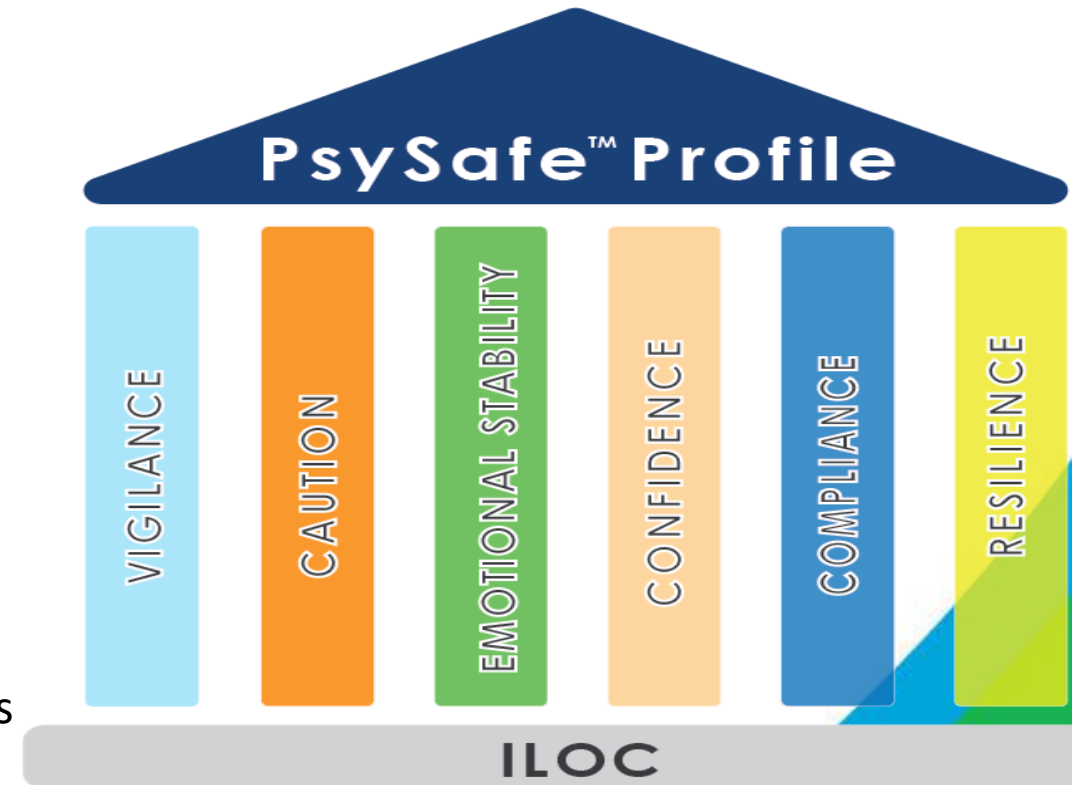
1. Introduction to the psychology of safety and its dimensions;
2. Conduct a self-assessment;
3. Develop your PsySafe profile;
4. Choose your Brother or Sister's Keeper;
5. Work on your development areas;
6. Provide feedback to your Brother or Sister's Keeper; and
7. Obtain feedback from your Supervisor

PsySafe™ elements

Our psychological state is a mental state and not a personality trait – we can change it, and we can control it. It does not mean that is the way we are.

1. ILOC – In control of how they respond. Full ownership
2. Vigilance – Mentally alert, situation and environment
3. Caution – Thorough and careful
4. Emotional stability – Aware of emotions and how to control it
5. Confidence – Believe in self, realistically
6. Compliance – Respecting rules and follows standards and procedures
7. Resilience – Persists in the face of difficulty and bounces back. Adapts

to change



Self-assessment

Self-assessment: PsySafe™ Profile

Assess/rate yourself against each statement below according to the following criteria.

- 1 - Key improvement opportunity
- 2 - Not good at it yet
- 3 - Moderate
- 4 - Good at this
- 5 - Very good at this

Beware of the common rating errors people make:

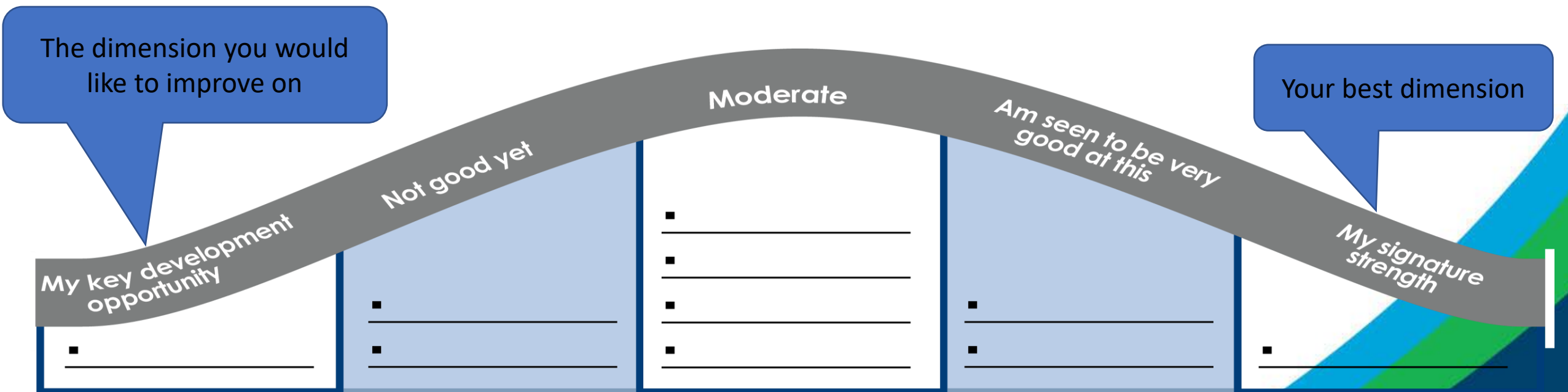
- Rating everything as poor, i.e. 1 or 2
- Central tendency: rating everything as average, i.e. 3 – try to avoid a rating of 3
- Rating everything as good, i.e. 4 or 5

		1	2	3	4	5
1	I always accept full personal responsibility - never blames outside factors or others when things go wrong.					
2	I follow and apply set standards, BOPs or checklists - never deviates.					
3	I never get upset or lose control under stress or pressure.					
4	I accept and follow standards as opportunities to achieve perfection – always works at achieving targets.					
5	I always act in a calm, confident, manner.					
6	I never display anger or frustration towards others, no matter the situation.					
7	I am very focussed and careful about every task undertaken, pays full attention, even when work is routine.					
8	I demonstrate a strong will to succeed - take full personal responsibility for all my actions and results.					
9	I always bounce back from setbacks or failure.					

28
questions

What do I need to work on – what are my strong points?

Study the dimension scores and distribute the dimensions along the range from your signature strength to your greatest development opportunity



PsySafe™ Coaching

Week

Name	SafeMate™	ILOC	Vigilance	Caution	Emotional stability	Confidence	Compliance	Resilience	Improvement Opportunity
Person A	Person B	☐	☒	☐	☐	☒	☐	☐	
Person B	Person A	☐	☐	☒	☐	☐	☒	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	
		☐	☐	☐	☐	☐	☐	☐	

Person Responsible

 Be aware - Take care!

 Well done!

Take-away for Line Management and Human Resources

Management cannot control employees' mental state, but Management can and should:

- a) Understand the influence of individual factors (personality, experience, etc.) on safety attitudes of employees
- b) Ensure maximum job-person fit
- c) Understand the importance of development of factors that could influence risk behaviours
- d) Instil a culture of safety (policy, processes, etc.)
- e) Implement psychology of safety-specific processes

CLOSURE

QUESTIONS?

Thank you