

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

August 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Safety Principle #8	2 Being Ready	3 OSHA App on Heat	4 Watch vs. Warning	5 Take Cover - Outside
6 Working on Sunday	7 Planning for Safety	8 Emergencies	9 Lightning	10 Risk Factors and Heat	11 Monitoring Conditions	12 Weather Radios/Apps
13 Hidden Hazards	14 Flood Safety	15 School Bus Safety	16 Mold	17 Basic Essentials	18 Take Cover - Buildings	19 House-keeping
20 Working on Sunday	21 Required Authorization	22 Unexpected Conditions	23 Safe Tools and Equipment	24 Need help?	25 Are you the leader?	26 Time Pressure
27 Drills	28 Shortcuts	29 Hydration	30 Tolerance for Risk	31 Safety Principle #8		

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Daily Safety and Health Topics

August 2017

Hazard Recognition:

Severe Weather

Entergy's 12 Safety Principles

1. All injuries are preventable
2. People are the most critical element
3. All Employees are responsible for safety
4. All operating exposures can be controlled
5. Management is responsible for establishing a safe work environment and clear expectations for safety performance
6. Safety is good business
7. Management must audit performance
8. Our work is never so urgent or important that we cannot take time to do it safely
9. Deficiencies must be corrected promptly
10. Employees must be trained to safely perform all assigned tasks and accountable for applying these skills on the job
11. Safety is a condition of employment
12. Off the job safety is an important part of overall safety efforts



Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 1, 2017

Safety Focus

ENTERGY'S SAFETY PRINCIPLE #8

Our Work Is Never So Urgent or Important That We Cannot Take Time to Do It Safely

How do you and your team utilize Safety Principle #8?

Health Tip of the Day

BREATHING DURING STRETCHING.

Proper breathing control is important for a successful stretch. The proper way to breathe is to inhale slowly through the nose, expanding the abdomen (not the chest); hold the breath a moment; then exhale slowly through the nose or mouth.

Source: web.mit.edu

Org Health & Diversity Focus

GENERATIONS IN THE WORKPLACE

August will be the start of conversations about the different generations coalescing side by side in the workplace. Each generation is unique in regards to communication styles and motivational drivers but each generation becomes similar when given the same tasks and deliverables. Use this month to help navigate beyond perceptions and learn the unique qualities each generation has to offer.

Human Performance Focus

QUESTIONING ATTITUDE

Having a mindset of being sure is what questioning attitude is about. Before attempting to do physical task be sure to stretch your muscles. Be sure to use the 30-30 stretch rule while sitting at your desk. Get up and stretch for 30 seconds after sitting for 30 minutes.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 2, 2017

Safety Focus

BEING READY

Whether you are at work or at home, readiness for severe weather starts with having a plan. Identify the location for safe shelter for your current location.

Health Tip of the Day

BE SAFE IN THE SUN!

"Slip! Slop! Slap!(R) and Wrap" is a catch phrase that the American Cancer Society uses to help you remember to protect yourself from the sun's UV rays. These four simple words help us remember to SLIP on a shirt, SLOP on sunscreen, SLAP on a hat, and WRAP on sunglasses to protect the eyes. Select sunscreen with broad spectrum protection (against UVA and UVB rays) and a sun protection factor (SPF) of at least 30. Re-apply often. Source: American Cancer Society

Org Health & Diversity Focus

THE SILENT GENERATION

The "Silent Generation" refers to people born between 1925 and 1945. This group was born and lived through the Great Depression era.

Human Performance Focus

PEER CHECK

Everyone in your family should have a role in your emergency action plan at home. Having routine drills with the family is a form of peer-check. Having individuals explain and play-out their roles ensures clarity amongst the whole group.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 3, 2017

Safety Focus

OSHA AND HEAT ILLNESS PREVENTION

Working or playing in hot conditions can be done safely if you understand your own health and the external conditions. What measures are you taking to stay safe from heat illness during work and play? Use OSHA's improved Heat Safety Tool to your list:

https://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html According to OSHA, extreme heat causes more deaths than any other weather-related hazard; each year more than 65,000 people seek medical treatment for extreme heat exposure. In 2014 alone, 2,630 workers suffered from heat-related illness, and 18 died from heat stroke and related causes on the job.

Health Tip of the Day

PHYSICAL ACTIVITY RELEASES ENDORPHINS

Almost any form of physical activity, from frenetic to gentle, releases endorphins. Physical activity, including stretching, increases production of endorphins, the neurotransmitters in the brain that can elevate mood and alleviate pain and depression. "Being active can boost your feel-good endorphins and distract you from daily worries," says MayoClinic.com. Stretching is controversial in some circles, with conflicting studies over the value of stretching before or after a workout. Whenever you choose to stretch, you can expect an endorphin buzz. As fitness expert Kristin Anderson wrote in the Huffington Post, stretching releases endorphins that tend to make you happier, stronger, calmer and more confident. Source: healthyliving.azcentral.com

Org Health & Diversity Focus

BABY BOOMERS

The "Baby Boomers" are classified as people born between 1946 and 1964. This generation has learned to respect authority, offer many ideas, place a high priority on career, and expect to be leaders and not followers.

Human Performance Focus

COACHING

All employees are considered coaches when it comes to heat illness mitigation. We should all seek to modify ones behavior to the desired standard to prevent errors and injuries. Heat illnesses are at its highest this time of the year. **C**aring **O**bserve **A**nalyze **C**orrect **H**elp.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 4, 2017

Safety Focus

WATCHES AND WARNINGS

A watch lets you know that weather conditions are favorable for a hazard to occur. It literally means "be on guard!" Monitor the weather and prepare for action. A warning requires immediate action. This means a weather hazard is imminent - it is either occurring (a tornado has been spotted, for example) - or it is about to occur at any moment. Take Action! Both watches and warnings are important, but warnings are more urgent. (National Hurricane Center)

Health Tip of the Day

WHEN WEIGHT GAIN IS A GOAL

For those whose weight falls below the recommended range, gaining weight in a healthy way can be as hard as losing weight is for others. If you are struggling to gain weight or trying to build muscle, some simple tips can help. Choose nutritious, calorie-dense snacks between meals such as dried fruit, nuts, string cheese, peanut butter, or smoothies. Drink beverages before and after meals rather than with them to avoid getting full. Try eating smaller meals and snacks more often throughout the day. Source: HealthFitness Dietitian

Org Health & Diversity Focus

GENERATION X

The "Generation Xers" are classified as people born between 1965 and the early 1980's. Did you know some Gen Xers:

- Work well in multicultural settings
- Enjoy a fun work atmosphere and try to keep things light at work
- Have redefined loyalty and are committed to their work instead of to a company
- Want quick results and they dislike authority and rigid work requirements

Human Performance Focus

EFFECTIVE COMMUNICATION

As we get closer to the peak of severe weather and hurricane season be knowledgeable of weather terms and their meaning. Explain these terms and their meanings to your family and make them a part of your personal emergency action plan. Know what to do and expect for each weather alert.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 5, 2017

Safety Focus

TAKE COVER – IF OUTSIDE

If outside when a tornado approaches seek shelter immediately! Do not get under an overpass or bridge. You are safer in a low, flat location. Possible actions include:

- Immediately get into a vehicle, buckle your seat belt and try to drive to the closest sturdy shelter. If your vehicle is hit by flying debris while you are driving, pull over and park.
- Take cover in a stationary vehicle. Put the seat belt on and cover your head with your arms and a blanket, coat or other cushion if possible.
- Lie in an area noticeably lower than the level of the roadway and cover your head with your arms and a blanket, coat or other cushion if possible.

Health Tip of the Day

WHOLE GRAINS: MORE THAN FIBER

The benefits of eating whole-grain foods go beyond just dietary fiber. Whole-grain foods, like whole-wheat bread, oatmeal and brown rice, are also rich in B vitamins, iron, and zinc. Opting for a diet rich in whole-grain foods has been linked to reducing the risk of diabetes and coronary heart disease, and helping with weight maintenance. Aim to choose whole grains for at least half of your daily grain servings. Source: Dietary Guidelines for Americans

Org Health & Diversity Focus

THE MILLENNIALS

The “Millennials” are classified as people born between the early 1980’s and 1997. Did you know some Millennials: celebrate diversity, desire challenging and interesting tasks, are motivated by workplace equity, are self-confident, and desire work-life balance.

Human Performance Focus

PHYSICAL ENVIRONMENT

Every company facility should have a safe room. Employees should know where the safe room is in the event of a severe weather condition such as a tornado. Your physical environment also includes the immediate area where tasks are being performed. Be aware of changing weather conditions in your physical environment and take the necessary precautions to stay safe.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 6, 2017

Safety Focus

WORKING ON SUNDAY

You may be at work today because it is a regularly scheduled day or because you were called out. Which human performance tools can you use to ensure you return home safely today? What traps are present for you?

Health Tip of the Day

PLAYGROUND SAFETY

Swinging across bars and climbing jungle gyms are often favorite playground activities. Have fun and stay safe by making sure the ground beneath the equipment contains loose fill such as wood chips, mulch, sand, or pea gravel. Look for sharp edges, open hooks, or bolts that are sticking out. And make sure to remove kids' hoods and drawstrings so they don't get caught on equipment.

Source: National Safety Council

Org Health & Diversity Focus

GENERATION Z

“Generation Z” are classified as people born between 1998 to present. Gen Z are the newest to the workforce. Did you know some Gen Zers: more socially and economically conservative, technology is king with this generation, predominantly the children of Gen Xers but some have Millennial parents, have more entrepreneurial desires.

Human Performance Focus

SELF-CHECKING

Take the time to do a thorough assessment of the area in which your kids play. Put your Entergy safety hat on for your kids. Scout the area for hazards such as unsafe gym equipment, hazardous litter, and an unsafe physical environment. Situational awareness should be paramount when outdoor activities are being done with family members.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 7, 2017

Safety Focus

PLANNING FOR SAFETY

Checklists, hazard assessments and pre-job briefs are very valuable processes in safety. Remember their importance in keeping you safe and use them! Discuss how these processes or aids can be used to prepare for safe and error free work! Remember Safety Principle #8: ***Our Work Is Never So Urgent or Important That We Cannot Take Time to Do It Safely***

Health Tip of the Day

TRY MEDITATION TO LOWER BLOOD PRESSURE

Studies show that Transcendental Meditation may lower blood pressure. There are many forms of meditation, and this technique was found to be most beneficial in a report by the American Heart Association. TM involves the repetition of a word or phrase, known as a mantra, for about 20 minutes while seated in a comfortable position with your eyes closed. Learning TM is not difficult, but training and practice are needed. To find an instructor, call 1-888-LEARN-TM. Source: American Journal of Hypertension

Org Health & Diversity Focus

Communication between the generations can be difficult but be creative.



Human Performance Focus

OVER-CONFIDENCE

Not reviewing instructions, checklists, or procedures are examples of over-confidence. Avoiding these traps can improve efficiency and eliminate errors and rework. Complacency can cause over-confidence. Challenge yourself to eliminate over-confidence by reviewing procedures, checklists and instructions. Doing a peer-check is the perfect tool to help with overconfidence.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 8, 2017

Safety Focus

EMERGENCIES

If there were a medical emergency during your job or during your workday, what actions would you take?

Health Tip of the Day

TOP TEN REASONS TO STRETCH

1. Decreases muscle stiffness and increases range of motion
2. May reduce your risk of injury
3. Helps relieve post-exercise aches and pains
4. Improves posture
5. Helps reduce or manage stress
6. Reduces muscular tension and enhances muscular relaxation
7. Improves mechanical efficiency and overall functional performance
8. Prepares the body for the stress of exercise
9. Promotes circulation.
10. Decreases the risk of low-back pain

Source: <https://www.acefitness.org>

Org Health & Diversity Focus

R.E.S.P.E.C.T.

The baseline of communication is respect. Being aware of generational differences is also another good start to breaking down barriers in communication between the ages.

Human Performance Focus

EFFECTIVE COMMUNICATION

Ensure the crew is clear on who will do what in the event of an emergency. Document your plan on the JHA form. In the office environment ensure the emergency action plan is reviewed at each safety meeting and conduct drills as needed. Drills provide good feedback on what works and what needs attention in your plan.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 9, 2017

Safety Focus

LIGHTNING

Lightning is a dangerous natural force. What actions would you take in the case of lightning? Annually in the U.S.:

- Cloud-to-ground lightning occurs 20 to 25 million times
- Over 300 people are struck by lightning.
- For the past 30 years, about 50 people, on average, have been killed by lightning strikes every year, and many more suffer permanent disabilities.

OSHA Fact Sheet Link: Source: <https://www.osha.gov/Publications/OSHA3863.pdf>

Health Tip of the Day

ARTHRITIS-FRIENDLY GOLF TIPS

A few changes to your golf equipment can help keep you in the game if you have arthritis. The Arthritis Foundation offers the following tips: Use clubs with lightweight graphite shafts and perimeter-weighted heads to help absorb shock; use a lower compression golf ball with more "give" when you hit it; wear gloves on both hands to provide extra grip; and build up the grip size on your clubs with athletic tape or a custom grip to reduce stress and pain on your finger joints.

Org Health & Diversity Focus

IMPORTANCE OF FEEDBACK AND ACKNOWLEDGMENT

Dana Brownlee, president of corporate training firm Professionalism Matters, states, "Leaders need to realize how important that [job feedback and] acknowledgment is, but younger generations need to realize they're not going to get an IV drip of praise."

Human Performance Focus

PHYSICAL ENVIRONMENT

Be familiar with lightning safety. If your tasks are outside and severe weather is imminent, take the time to review work practices, rules, and procedures. The STOP work procedure is a tool designed to keep everyone safe and eliminate errors and events from occurring.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 10, 2017

Safety Focus

RISK FACTORS AND HEAT

Internal and external risk factors affect your ability to work safely in hot, humid environments. A common personal risk factor is your personal health and medications or medication changes. Please let your supervisor know if you have health or medication issues that might affect your ability to work safely in a hot environment.

Health Tip of the Day

AVOCADOS: HEALTH BENEFITS AND NUTRITIONAL INFORMATION

Eating fat slows the breakdown of carbohydrates into sugar, which helps to keep sugar levels in your blood stable. Eating healthy fats daily (like mono- and polyunsaturated fats in avocados) can improve heart health, lower cholesterol, keep you full and satiated and curb your cravings for fried, greasy foods.

Source: www.medicalnewstoday.com

Org Health & Diversity Focus

COLLABORATION

“The beauty of collaboration between older and younger generations is that we combine strength with wisdom...” – Brett Harris

Human Performance Focus

VAGUE GUIDANCE

Individuals have misunderstood “being hydrated” as drinking fluids as you work. Being and staying hydrated starts the evening before you perform work in the heat of the day and as you go through the day. Drink 2-4 8-ounce glasses of water the night before. This will help you stay hydrated in the heat the next day. Be informed on what your body needs to stay hydrated.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 11, 2017

Safety Focus

MONITORING CONDITIONS

Always monitor weather conditions where you are. Know your escape plan. Rivers can rise fast! In 2010 near Little Rock, AR – flood waters rose overnight sweeping away people who were camping. In 2013, near Estes Park, CO – flood waters swept away people, houses, businesses and damaged roads.

Health Tip of the Day

DON'T SIT. GET FIT!

It's National Get Fit Don't Sit Day. Today, the American Diabetes Association reminds us that it's important to get up and move throughout the day, especially at work. Challenge yourself to break up a period of sitting today. Get up and talk with a coworker instead of calling them, take a quick walk during lunch or a break, or take a longer route to the restroom. Better yet, encourage your coworkers to do the same!
Source: American Diabetes Association

Org Health & Diversity Focus

STOP THE BLAME GAME

Stop blaming everything on the Millennials! One of the top reasons for conflict in the workplace is a breakdown in communication...not the Millennials.

Human Performance Focus

CHANGE-ABNORMAL

Weather conditions can change instantly. Be prepared by having a NOAA weather radio on-hand. Have extra batteries in the event you lose electrical power. The NOAA radio will provide vital information about current and future weather conditions. Make this radio a part of your emergency action plan.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 12, 2017

Safety Focus

WEATHER RADIOS/APPS

One way to monitor the weather is through a weather radio or app. Radios and apps can be programmed to alert you to weather conditions near your area. Do you have a weather radio in your home? How do you monitor weather at work?

Health Tip of the Day

AMERICANS JUST DON'T GET ENOUGH FIBER

It's a simple fact that people aren't eating enough whole grains, legumes, fruits, or vegetables—the main sources of dietary fiber. So it shouldn't be surprising that the average intake of dietary fiber is pitifully low—only 15 g per day on average. In fact, dietary fiber is listed as a “nutrient of concern” in the 2010 Dietary Guidelines for Americans—along with potassium, calcium, and vitamin D—because intake is low enough to be a public health concern. The adequate intake for fiber is 14 g/1,000 kcal—25 g per day for women and 38 g per day for men, according to the 2010 Dietary Guidelines. Source: <http://www.todaysdietitian.com>

Org Health & Diversity Focus

WORKPLACE CHARACTERISTICS BY GENERATION

Silent	Boomers	Gen X	Millennials	Gen Z
Hard work	Workaholics	Eliminate the task	Goal oriented	Entrepreneurial
Sacrifice	Work efficiently	Self-reliant	Able to multitask	More conservative
Duty before fun	Desire quality	Desires structure and direction	Great tenacity	Social networking pros

Human Performance Focus

SELF-CHECKING

The last 2 days we have recommended electronic devices that can provide vital weather information. Be prepared and ensure your NOAA radio is programmed correctly and your mobile app is updated.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 13, 2017

Safety Focus

HIDDEN HAZARDS

Hazards may sometimes be hidden from you. Consider that snakes and other animals may be hidden from plain sight. At some facilities, alligators have hidden under vehicles. Yikes! Always be aware of your surroundings and anticipate these hidden hazards.

Health Tip of the Day

MAKE FAMILY TIME ACTIVE

Try using family time to get more physical activity. Make it a ritual to go for a walk after dinner a couple nights a week. Your kids can ride their bikes alongside you. Or, as you walk around a school track, your kids can play on the infield. Being with your children goes hand-in-hand with keeping fit, and you are being a role model for healthy living! Source: HealthFitness

Org Health & Diversity Focus

WE ALL WANT THE SAME THINGS

Kim Manigault, CFO of KeyBank's technology and operations division, stated, "Our Gen X-ers and Baby Boomers believe that Millennials just want too much. What I've realized is they all want the same thing; the only difference is that [Millennials] are not afraid to ask for it. Gen X and [Boomers] come from the shut up and deal with it phase, and Millennials come from [the] if you don't like it change it phase."

Human Performance Focus

SITUATIONAL AWARENESS

In certain parts of Entergy's service territories flood waters will force wildlife and pests in areas they don't normally settle. Be on guard and take this hazard into account when this situation arises. Remember - these animals and pests are in survival mode.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 14, 2017

Safety Focus

FLOOD SAFETY

It is NEVER safe to drive or walk into flood waters. The CDC reports that over half of all flood-related drowning occurs when a vehicle is driven into hazardous flood water with walking into or near flood waters coming in second. Remember:

- Six inches of fast-moving flood water can knock over an adult.
- Twelve inches of rushing water to carry away a small car,
- Two feet of rushing water can carry away most vehicles.

Health Tip of the Day

THE POWER OF MUSIC

Listening to music is one way to help reduce stress. Music absorbs our attention and can be a distraction at the same time. Some types of music (especially slow, classical music) may help slow heart rate, lower blood pressure, and decrease levels of stress hormones. So the next time you feel tension and stress, turn on your favorite tunes and enjoy! Source: Harvard Medical School

Org Health & Diversity Focus

SYSTEMIC ISSUES

Systemic issues such as: lack of communication, deficit in relationship-building skills, poor conflict management skills and poor mediation processes can also pose challenges to a generationally-divergent workforce.

Human Performance Focus

DISTRACTIONS

Music is a beautiful gift and it also can be a distraction when driving. Make adjustment to your music entertainment before putting the car in gear. Taking your eyes off the road in front of you to adjust your music is a distraction. Stay focused on driving.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 15, 2017

Safety Focus

SCHOOL BUS SAFETY

The greatest risks for children riding buses is not actually riding the bus but approaching or leaving. Talk to children about the safe place to wait for the bus, how to get on and off safely and general caution that should be used around buses. Tips such as using the handrail, making eye contact with the bus driver, not playing around the bus or bus stop area and the safe distances to stay away from the bus should be covered.

<https://www.nhtsa.gov>

Health Tip of the Day

EARLY MORNING STRETCHING

Keep your knees even as you bend your right knee back. Continue to keep your body straight as you hold this stretch, feeling it on the top of the quadriceps. Stretching the quads can help improve knee and back pain in addition to improving circulation and even help reduce stress. Source: www.mensfitness.com

Org Health & Diversity Focus

WHAT FEMALE MILLENNIALS WANT IN EMPLOYERS (PWC, 2015)

Career Progression	53%
Money	52%
Flexibility	35%
Good Benefits	33%
Training	27%

Human Performance Focus

PEER CHECK

Asking for a peer-check can be contagious when done in a crew or staff setting. Just try it. In an elevated tone just say “Hey will you do a peer check on me” before I do this task. If done in repetition it will become a habit and it will change the culture in your workgroup.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 16, 2017

Safety Focus

MOLD

If you are involved in cleanup after a storm, take measures to protect yourself for the hazards of mold. Measures can include drying out wet materials, disinfecting areas and wearing PPE. As with any safety issue, it is important to understand the hazard or exposure and have a plan for eliminating or controlling it. Most molds are harmless but some can cause infections, allergy symptoms and produce toxins. Infections are rare in healthy individuals but don't chance it.

<https://www.osha.gov>

Health Tip of the Day

COLORECTAL CANCER SCREENING FOR AFRICAN-AMERICANS

It is recommended that everyone at average risk for colorectal cancer (CRC) begin routine screening at age 50. However, the American College of Gastroenterology recommends that African-Americans begin CRC screening at age 45, five years before the general guideline for everyone else. African-Americans experience more colorectal cancer than other races and it tends to start at younger ages. Check with your doctor about what the best age would be for your colorectal screening. Source: American College of Gastroenterology

Org Health & Diversity Focus

PEERS OF ALL AGES

The oldest Millennial should be around 37 and the oldest Gen Z should be around 19. They may be the same age as your child but at work they are your peers. Be respectful of the contributions everyone brings to the table to create a more inclusive environment at work.

Human Performance Focus

CHANGE - ABNORMAL

Working storm duty takes all of us out of our normal routine. To eliminate errors or events from occurring recognize this trap early on before you start your temporary assignment. Use the Self-Check tool and Questioning Attitude tool to combat the change-abnormal trap.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 17, 2017

Safety Focus

BASIC ESSENTIALS

Do you have an emergency kit with basic essentials? Consider the following items for a basic kit: Water and non-perishable food for three days, one gallon of water per person per day for at least three days, battery powered radios, flashlights, first aid kits, can openers, cell phones with solar chargers, local maps etc. Are there other items you'd include?

Health Tip of the Day

CHOCOLATE MILK: THE NEW SPORTS DRINK

Many athletes are replacing more common sports drinks with a childhood favorite: chocolate milk. Studies have found that chocolate milk is a good choice after a workout because of its balance of carbohydrate and protein. Plus, it's about 90 percent water, so it also helps with rehydration, and it's rich in nutrients like calcium and vitamin D. However, for workouts of 60 minutes or less, water is still the best choice. Source: Applied Physiology, Nutrition, and Metabolism

Org Health & Diversity Focus

FEMALE MILLENNIALS

Per a study conducted by PricewaterhouseCooper (PwC), female millennials matter because they are more highly educated and entering the workforce in larger numbers than any of their previous generations. The female millennial is also more confident than any female generation before her and considers opportunities for career progression the most attractive employer trait.

Human Performance Focus

TIME

Time is a precious commodity, especially during an emergency. So be wise, and take the time, very soon, to assess your emergency kit. It will be very difficult after an emergency strikes.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 18, 2017

Safety Focus

TAKE COVER - BUILDINGS

The safe place to take cover during a tornado depends on where you are. If in a building: go to a pre-designated area such as a safe room, basement, storm cellar, or the lowest building level or go to the center of a small interior room on the lowest level (closet, interior hallway) away from corners, windows, doors, and outside walls. Mobile homes are not safe in a tornado. <https://www.ready.gov/tornadoes>

Health Tip of the Day

AN ACTIVE DAY AT THE OFFICE

How can you make a sedentary job more active? Walk to your co-worker's desk instead of calling. Try "walking meetings" instead of booking a conference room. Consider a wireless headset so you can pace while you are on the phone. Use the stairs as much as possible instead of taking the elevator. If you take the bus, consider getting off a stop early and walking the rest of the way. Source: HealthFitness

Org Health & Diversity Focus

"The more you know yourself, the less judgmental you become" – Aniekee Tochukwu Ezekiel

Human Performance Focus

TIME

Time is a precious commodity, especially during an emergency. So now (or very soon) review your emergency plan. For your family: think of it as a pre-job brief. For something like a tornado – you won't have time to brief it when it happens!

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 19, 2017

Safety Focus

HOUSEKEEPING

Housekeeping is another area that might be easy to overlook or make the choice to accept the risk in the interest of time. Slips, trips and falls, dropped objects and fires are obviously major safety issues. Please take the time needed to do housekeeping in your work area and set yourself and team up for a safe day! ***Our Work Is Never So Urgent or Important That We Cannot Take Time to Do It Safely***

Health Tip of the Day

FOCUS ON FOLIC ACID

Folic acid is a B vitamin that everyone needs. It's especially important for women who could become pregnant. An adequate intake of folic acid before and during pregnancy (400 micrograms for most women; 400 to 600 micrograms if pregnant or able to get pregnant) helps prevent birth defects. Good food sources of folic acid include: leafy green vegetables, whole grains and beans. Fortified breads, cereals and other grain products also contain folic acid. Source: National Institutes of Health

Org Health & Diversity Focus

MESSAGES THAT MOTIVATE BY GENERATION

Silent	Boomers	Gen X	Millennials	Gen Z
Your experience is respected.	You are valued.	Do it your way.	You will work with other bright, creative people.	Flexibility is key.
	You are needed.	Forget the rules.		You are trusted.

Human Performance Focus

TIME PRESSURE

Sometimes we skip housekeeping because 'we don't have time'. Don't let time pressure affect your work area cleanliness. Keeping your work area clean is a part of the job. Ensure housekeeping is a planned part of your work.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 20, 2017

Safety Focus

WORKING ON SUNDAY

You may be at work today because it is a regularly scheduled day or because you were called out. Which human performance tools can you use to ensure you return home safely today? What traps are present for you?

Health Tip of the Day

MY FAMILY HEALTH PORTRAIT

Using My Family Health Portrait you can:

- Enter your family health history.
- Learn about your risk for conditions that can run in families.
- Print your family health history to share with family or your health care provider
- Save your family health history so you can update it over time.

Talking with your health care provider about your family health history can help you stay healthy!

[Learn more about My Family Health Portrait:](https://familyhistory.hhs.gov/) Source: <https://familyhistory.hhs.gov/>

Org Health & Diversity Focus

SOMETHING TO CONSIDER

One thing to consider concerning the different generations is what kind of attitude and values people bring to work. This can influence people's perceptions of each other, which can result in conflict and misunderstandings.

Human Performance Focus

CHANGE/OFF-NORMAL

During weekend or backshift work, it can be easy to get too focused on the job that resulted in the callout or weekend work. Getting too focused on one issue is called tunnel vision. This results in not being able to see hazards or clues that are not right in front of you. Watch out for tunnel vision in yourself and coworkers by using a good questioning attitude; and take the TIME to use STAR.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 21, 2017

Safety Focus

REQUIRED AUTHORIZATIONS

Many field work tasks require authorization before starting work. The authorization might be related to lockout/tagout, confined spaces or trenching and excavation or something else. What are some of the authorizations needed for safety in your line of work?

Health Tip of the Day

THE CANINE CONNECTION TO GOOD HEALTH

Owning a pet, especially a dog, is linked to a lower risk of heart disease, according to the American Heart Association. There are two possible reasons for this connection: people with dogs might be more physically active and, other research shows that dog ownership can reduce stress which helps the heart. Pet owner well-being is supported by the sense of purpose taking care of a pet provides, and the unconditional companionship can't be beat! Source: American Heart Association

Org Health & Diversity Focus

EQUALITY AND INCLUSION

Per a study conducted by PwC, 85% of female millennials said an employer's policy on diversity, equality and workforce inclusion was important when deciding whether or not to work for an employer.

Human Performance Focus

PROCEDURE USE

Permits or work authorizations are a part of a procedure. Procedures are required when tasks are too complicated or critical to perform from memory. The point: they are needed because we humans sometimes make mistakes. Don't take shortcuts: Use the procedure, permit or authorization as it was intended!

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 22, 2017

Safety Focus

UNEXPECTED CONDITIONS

It is inevitable that at some time you are going to run into a condition or hazard that is unexpected. How would you handle an unexpected condition, who would you involve and how would you decide to proceed?

Health Tip of the Day

Morning Stretches

The American Council on Exercise suggests that morning stretches can also be useful when it comes to eliminating aches and pains in the muscles and joints. While these aches and pains can develop at any time throughout the day, they often occur in the morning -- after the body has been at rest for a long period. According to Colorado Physical Therapy Specialists, morning stiffness and pain often occur because there is an increase of fluid in the joints and spinal discs overnight while the body lies horizontally. For best results, use gentle stretching to warm up the body and alleviate joint discomfort. Source: Livestrong.com

Org Health & Diversity Focus

TODAY'S WORKPLACES

Today's workplaces are filled with individuals with varying viewpoints, philosophies, expectations, and values. It is imperative that the leaders of these individuals are able to guide their followers' actions in ways that will lead to a cooperative, peaceful, and cohesive work environment. This situation can be challenging, but it is necessary if leaders are going to effectively manage change, give proper direction toward the business vision, and aid employees in overcoming differences at work.

Human Performance Focus

MENTAL STRESS

Unexpected conditions will generally create stress. When it happens, recognize that stress is inevitable, but that it can be managed. Ask for help when needed; but if help is not available, do what you can do, and don't worry about what you cannot do (You can't do anything about it anyway! So don't worry about it!)

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 23, 2017

Safety Focus

SAFE TOOLS AND EQUIPMENT

Deficiencies in tools and equipment or modified tools and equipment can lead to injuries! Even though that is known, tool inspections could fall off your radar. Tools could include hand tools, power tools, forklifts, cords, personal protective equipment and even your chair! Inspect the tools/equipment you use. Modifications to tools and PPE are not allowed. *Remember - Our Work is Never So Urgent or Important That We Cannot Take Time to Do It Safely*

Health Tip of the Day

IRRITABLE BOWEL SYNDROME

Irritable bowel syndrome (IBS) is common and affects about 10 to 15 percent of adults in the United States. The exact cause is not known. Abdominal pain or discomfort is the key symptom of IBS. For persons with IBS, it is important to be aware of what "triggers" symptoms. For many, symptoms can be triggered by stress. IBS can often be managed with dietary changes and stress management techniques. Talk to your doctor if you have IBS symptoms. Source: National Institutes of Health

Org Health & Diversity Focus

LIFE EVENTS SHAPE VALUES

T.S. Eliot once wrote that "people to whom nothing has ever happened cannot understand the unimportance of events." Life events such as 9/11, the Great Depression, and Hurricane Katrina shaped the values of the generations that lived them. Values are imprinted for life by these defining historical events. Each generation has definitive values and characteristics they bring with them to the workplace that can set them apart, as well as draw them toward those who are similar to themselves.

Human Performance Focus

ATTITUDE

Sometimes our attitude gets us in trouble. One such attitude is 'invulnerability' or 'it won't happen to me'. You might think you don't need to inspect your tools or equipment because 'nothing's going to happen.' That is what everyone thought who has ever had an event; right before it happened to them.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 24, 2017

Safety Focus

NEED HELP?

In order to stay safe, we have to accept the fact that not all jobs are one person jobs and we may really want to complete the job on our own but don't have all the right tools or skills. Some examples of when help might be needed: Peer checks on drawings, reviews of a switching order or tag out, help moving or lifting an item, removing trees from lines or we may need a spotter for backing or moving equipment. Be willing to ask for and offer the help needed!

Health Tip of the Day

ENJOY EGGS

For years, people have worried about eating eggs and egg yolks because of their cholesterol content. However, the latest dietary guidelines no longer include a limit for dietary cholesterol. That doesn't mean that dietary cholesterol isn't important, but it is okay to enjoy eggs in reasonable portions. Eggs are an affordable and tasty source of high-quality protein. Try them hard boiled, scrambled, poached, or in an omelet with a mix of veggies such as peppers, onions, and tomatoes. Source: 2015-2020 Dietary Guidelines for Americans

Org Health & Diversity Focus

LARGEST GENERATION

In 2015, Millennials became the largest generation in the American workforce, surpassing Generation X for the first time.

Human Performance Focus

PEER PRESSURE

Negative peer pressure: the pressure from others to do something dangerous or unwise in order to gain acceptance. Positive peer pressure: leading by doing tasks correctly and safely, and encouraging others to do the same.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 25, 2017

Safety Focus

ARE YOU THE LEADER?

Emergency communications typically have a structure for communicating information within the organization and external to the organization. Understanding roles and responsibilities for communication are important to resolving the emergency. Discuss what kind of information is normally needed in the event of an injury.

Health Tip of the Day

MAKE EXERCISE MORE CONVENIENT

Feel like you have no time to exercise? Remember, every minute of activity counts. Consider trying some of these tips: 1. Keep a pair of walking shoes at work; 2. Keep the clothes you need for a workout in your car; and 3. Keep a set of dumbbells near your television or phone. Then, when an opportunity for exercise comes along, you'll be ready. Source: HealthFitness

Org Health & Diversity Focus

BOOMERS AND CAREERS

Eighty-four percent of Boomers expect to remain in their current jobs for the rest of their working life.

Human Performance Focus

VAGUE GUIDANCE

Vague guidance is never a good thing. But during an emergency, vague guidance can be the difference between an emergency avoided, and calamity. Be a leader: During emergencies, use your time wisely to give clear and concise directions, and then demand a repeat back (3-way communication.)

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 26, 2017

Safety Focus

TIME PRESSURE

Do you have a job that is time pressure free? Odds are at some point, you have time pressure that comes from someone or something else or internally. Having a good plan and using a good questioning attitude and self-checking can help with the trap of time pressure.

Health Tip of the Day

OMEGA-3 IN FISH: HOW EATING FISH HELPS YOUR HEART

Fatty fish, such as salmon, lake trout, mackerel, herring, sardines and tuna, contain the most omega-3 fatty acids and therefore the most benefit, but many types of seafood contain small amounts of omega-3 fatty acids. Source: www.mayoclinic.org

Org Health & Diversity Focus

GEN X AND CAREERS

Gen Xers are more direct, highly independent, outspoken and adaptable. 62% of Gen Xers will not leave their current jobs.

Human Performance Focus

TIME PRESSURE

Do you have a job that is time pressure free? Unlikely. Odds are at some point, you have time pressure that comes from someone or something else or internally. Having a good plan and using a good questioning attitude and self-checking can help with the trap of time pressure.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 27, 2017

Safety Focus

DRILL

How do you know if your team or family knows how to respond in the event of an emergency? Drills are a good way to test knowledge and competency. You could run a drill for your group as part of a safety meeting.

- How would you ensure safe evacuation or shelter? Where would you go?
- How would you put out a fire? What actions would you take to get additional help?

Health Tip of the Day

FIVE IDEAS FOR FAMILY FITNESS

Make time to play. Set aside 30 minutes three times a week to do fun exercises with your kids.

- Walk or bicycle everywhere you can
- Plan active family gatherings
- Sing and dance while you clean
- Make yard work less of a chore.

Source: WebMD

Org Health & Diversity Focus

PERCEPTIONS

A study conducted of working professionals revealed many skewed perceptions that violated their expectations about their generationally-mixed coworkers. The study found the following to be true:

- Polarization can create cliques
- Disrespect can be perceived in many ways
- Poor communication can create disconnects

Human Performance Focus

POST-JOB REVIEW

We often feel like we don't have time for a post-job review, that it may not be worth our time and effort. However, you don't know that! You may learn something very important from someone else on that task/job. Take the time to learn and document lessons learned from post-job reviews.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 28, 2017

Safety Focus

NO SHORTCUTS IN SAFETY

Shortcuts usually occur when we become overconfident or we're in a hurry to complete a particular task. Before long, that shortcut may just be your habit. Our actions not only affect our safety but the safety of others. There is no room for shortcuts in safety. Stick to safety principle #8: Our work is never so urgent or important that we cannot take time to do it safely.

Health Tip of the Day

IT'S A GOOD DAY TO DE-STRESS

Any day is a good day to take a few minutes to ease away stress. In as little as five minutes, you might be surprised how refreshed you can feel. Try different five-minute activities throughout the week such as stretching, daydreaming, deep breathing, reading a few pages of a novel, doodling, listening to your favorite song, or going for a quick walk. These mini "me" times provide a quick break and give you a chance to regain emotional and mental control. Source: HealthFitness

Org Health & Diversity Focus

BOOMER FACTS

Baby Boomers have a strong work ethic, and they generally hold high appeal for employers. Boomers value seniority and experience in the workplace. They are people oriented, and value relationship building with a personal touch.

Human Performance Focus

FIRST SHIFT/LATE SHIFT

It's a Monday during the 'Dog Days of Summer.' You're probably returning from a weekend of summer fun. Take the time to refocus your mind back to work activities; hazards; and prevention of incidents. Ask yourself: "How might I get hurt today?"

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely

August 29, 2017

Safety Focus

DON'T WAIT TO HYDRATE

The experts say, don't wait until you are thirsty to re-hydrate! A good rule of thumb is to drink at least eight, 8 oz servings of water a day. Of course if you are working in a hot environment you need more. It is pretty common for a co-worker to recognize signs and symptoms of heat stress in another worker before the worker does. Coach each other to stay hydrated AND watch for signs and symptoms of heat stress

Health Tip of the Day

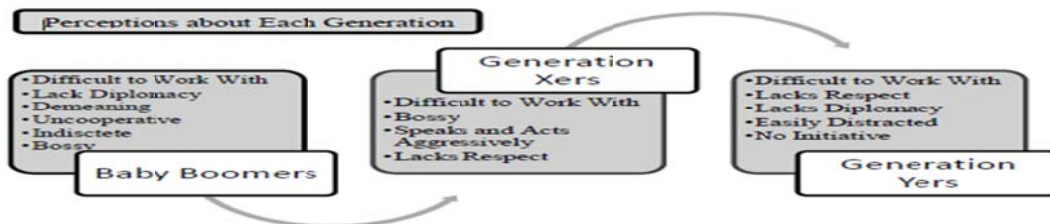
THE IMPORTANCE OF STRETCHING IN THE WORKPLACE

Frequent stretching keeps a proper blood and nutrient supply to the working muscles and throughout the workday and prevents fatigue and discomfort and reduces the risk of MSD while reducing stress and increasing energy," according to the WELCOA report. Apr 2, 2017
Source: <https://www.bizjournals.com/>

Org Health & Diversity Focus

PERCEPTIONS ABOUT EACH GENERATION

According to Google, perception is a way of regarding, understanding, or interpreting something that gives one the impression of or mental impression. In the chart below, people can unfairly make judgments about each other based on their perception of them. Don't fall into this trap. Learn about the person before making any judgments.



Human Performance Focus

FOCUS: TUNNEL VISION

Focus is generally a good thing, but too much focus on one thing is tunnel vision; which prevents you from seeing 'the big picture.' Think about this: Focus on the right amount of focus.

Hazard Recognition: Severe Weather

Safety Principle # 8: Our work is never so urgent or important that we cannot take time to do it safely