

## **Safety Principle #7: Management Must Audit Performance**

**July 2016**

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*Safety Principle #7: Management Must Audit Performance.*

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**Daily Safety and Health Topics**

**July 2016**

**Safety Principle #7**

**Management Must Audit Performance**

**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



**Note on Organizational Health and Diversity (OH&D):**

Over the last two months we have reframed our D&I quotes to be D&I tips and education. This month we would like to expand the focus to include Organizational Health. Below are some questions for your teams to discuss related to the leadership practices and overall organizational health. Please engage everyone in the conversation as everyone plays a part in success as a healthy organization.

*Safety Principle #7: Management Must Audit Performance.*

**July 1, 2016**

**Safety Focus**

**SAFETY PRINCIPLE #7**

Management has several responsibilities when it comes to safety. To get more value out of EHS audit programs, we must consider placing a greater focus on people, behavior and culture while continuing to maintain our focus on compliance. Here are three key changes that could make a big difference.

1. **Challenge current conditions (the “status quo”).** To do this, we need to cause a fundamental shift in the way that people think about and manage safety, and protect themselves and each other.
2. **Expand employee involvement.** You’ll know you have it when all members of the operational team are substantially involved and fully engaged in the audit process every day of the audit. Challenge the status quo!
3. **Focus on hazards.** When the discussion reveals that there is no regulation involved, just an unsafe condition, the issue is quickly dismissed as unimportant. This list should not be driven by regulation, but simply by their potential to cause an injury.

**Health Tip of the Day**

**BENEFITS OF TAI CHI**

Tai chi is a mind-body practice that is sometimes referred to as "moving meditation." During tai chi, you move your body slowly and gently with awareness and deep breathing. Benefits of tai chi may include improved balance and stability in older individuals and improved quality of life. Source: National Center for Complementary and Integrative Health

**OH&D Focus**

What behaviors have you noticed other teams demonstrate to address organizational health and diversity? Could they be adopted for our team?

**Human Performance Focus - Overconfidence**

Overconfidence is when someone has more confidence than they should have based on the situation and they misjudge their ability or opinion. This can result in an injury or error! Always use the Human Performance Tool “Self-Checking” (S.T.A.R. – Stop, Think, Act & Review) to combat “Overconfidence”! Have you used S.T.A.R. today?

**July 2, 2016**

## **Safety Focus**

### **AWARENESS!**

The time surrounding holidays and weekends are a prime time for distractions. Distractions cause you to lose your place in a job or skip over an important step or check for your safety. Some distractions aren't obvious. Remember, a distraction is anything that takes your visual (eyes), manual (hands/touching) or cognitive (thinking) attention away from your task. Some of those things are internal.

- Individuals should stop for safety – even a short pause allows your mind to reset.
- Peers and others should help identify when workers are distracted.
- Supervisors and leaders should be observing and encouraging the behavior of Stop for Safety.

## **Health Tip of the Day**

### **ARE EARPHONES DAMAGING YOUR EARS?**

Based on recommendations from a study conducted through Harvard Medical School, safe listening limits are only a little more than one hour per day with the volume set at 80 percent of maximum. Safe listening time goes up as volume is reduced. Source: National Hearing Conservation Association

## **OH&D Focus**

When should we receive the organizational health index survey results? Results will be available within 2½ months of the end of the survey.

### **Human Performance Focus - Overconfidence**

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**July 3, 2016**

**Safety Focus**

**HEAT PREVENTION**

Heat illnesses are serious and prevention must be part of your audit for the job plan and action plan. Three basic categories of factors contribute to heat illnesses. Examples are listed below:

1. Environmental Factors – temperature, direct sun, humidity, radiant heat, air velocity.
2. Individual Factors – weight, fitness, medical conditions, diet and acclimatization to heat.
3. Job factors – job location and additional PPE requirements

*Source: Centers for Disease Control and Occupational Safety and Health Administration*

**Health Tip of the Day**

**KEEP YOUTH SPORTS FUN**

Remember that youth sports are intended to be games designed for enjoyment. Learning how to play the game and improving skills are more important than winning or losing. Be patient, encourage your children, and set a positive example. Source: National Youth Safety Foundation

**OH&D Focus**

What are the barriers to providing positive feedback to others? How can we start to provide positive feedback to others on a routine basis?

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**July 4, 2016**

**Safety Focus**

**HAPPY INDEPENDENCE DAY**

Put yourself in the place of management today, management for your family. Safety tips for Fourth of July, from the Consumer Product Safety Commission and the National Council on Fireworks Safety:

<ul style="list-style-type: none"><li>• Always read and follow label directions.</li><li>• Have an adult present.</li><li>• Buy from reliable sellers.</li><li>• Use outdoors only and where permissible by law.</li><li>• Always have water close (a garden hose and a bucket).</li><li>• Never experiment or make your own fireworks.</li><li>• Light only one firework at a time.</li><li>• Never re-light a "dud" firework (wait 15 to 20 minutes and then soak it in a bucket of water).</li><li>• Never give fireworks to small children.</li></ul>	<ul style="list-style-type: none"><li>• If necessary, store fireworks in a cool, dry place.</li><li>• Dispose of fireworks properly by soaking them in water and then disposing of them in your trashcan.</li><li>• Never throw or point fireworks at other people.</li><li>• Never carry fireworks in your pocket.</li><li>• Never shoot fireworks in metal or glass containers.</li><li>• The shooter should always wear eye protection and never have any part of the body over the firework.</li><li>• Stay away from illegal explosives.</li></ul>
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**Health Tip of the Day**

**HUMOR TO REDUCE STRESS**

Norman Cousins once said, "Laughter is inner jogging." Humor and laughter can positively benefit well-being in many ways, by relieving stress, releasing endorphins (our body's natural "feel good" hormones), and lifting mood. Laughter may help potentially reduce the risk of heart attack and stroke. Source: Harvard Medical School

**OH&D Focus**

What are some ideas of the best way to communicate the survey results within our team?

**Human Performance Focus - Overconfidence**

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**July 5, 2016**

**Safety Focus**

**WHAT IS A SAFETY AUDIT?**

Audit is a systematic and, wherever possible, independent examination to determine whether activities and related results conform to planned arrangements and whether these arrangements are implemented effectively and are suitable to achieve the organization's policy and objectives. This is done by measuring compliance with the controls the organization has developed, with the ultimate aim of assessing their effectiveness and their validity for the future. *(BS8800: 1996 Guide to Occupational Health and Safety Management Systems; Successful H&S Management, HS)*

**Health Tip of the Day**

**SIDE BENDS STRETCH**

After a 5-10 minute warmup, from a standing position with legs spread wide apart but in balance, side bend to one side and reach for the foot. Hold the end range of the stretch for 7 seconds while exhaling and then return to upright position. Repeat to other side. Perform 2X each side. *Source: Dr. Richard Bunch, ISR Institute*

**OH&D Focus**

What are ways individual contributors can support organizational health and diversity?

**Human Performance Focus - Overconfidence**

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**July 6, 2016**

## **Safety Focus**

### **TYPES OF SAFETY AUDITS**

There are four different types of audit and each of them aims to investigate different aspects of your health and safety program. Depending on what problems you want to uncover, you'll need to use the correct audit processes.

1. Procedural Audit – do a procedural audit when implementing new procedures.
2. Problem Investigating Audit – Do this audit if there are any health and safety problems or incidents that are reoccurring.
3. Schedule Audit – this audit should be conducted at least once a year.
4. Unannounced Audits – this type of audit will help investigate suspicions without giving the managers/employees a change to cover up the problems.

## **Health Tip of the Day**

### **SIGNS OF DEHYDRATION**

Drink water and seek medical assistance with the following symptoms: thirst, dry mouth, flushed skin, headache, dizziness and lightheadedness, high body temperature, increased breathing rate, rapid pulse, dark yellow urine, fatigue and muscle weakness.

Source: HealthFitness

## **OH&D Focus**

What is one behavior we all agree to exhibit to increase organizational health?

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**July 7, 2016**

## **Safety Focus**

### **PROGRAM/PROCESS AND PRACTICE AUDITS**

Great safety programs have checks and balances to ensure that employee AND leader behaviors meet expectations. Auditing is an essential element of Entergy's Safety and Occupational Health Management System and is used to help us ensure we are the best in safety which means you and your crew/team return home safely every day. Examples:

- Confined Space.
- Lockout/Tagout.
- Bloodborne Pathogens.
- Hazard Assessment and Equipment Selection.
- Emergency drills.
- Recordkeeping.

You can do your part by coaching each other, making it easy for co-workers to coach you and following your training and procedures for work and participating in assessments. Everyone must be a leader eventually. "If two individuals start digging a ditch, one of them will lead." – Anonymous

## **Health Tip of the Day**

### **ADDED SUGARS**

Unlike the sugars that naturally occur in fruits and milk, added sugars are used to increase sweetness of foods and beverages and provide no nutritional value. One 12-ounce can of regular soda contains about 35 grams of added sugar. Limiting sugary drinks, sweets and desserts is a good way to reduce the amount of added sugar in your diet.

Source: 2015-2020 Dietary Guidelines for Americans

## **OH&D Focus**

What are examples of D&I efforts that support organizational health?

### **Human Performance Focus - Overconfidence**

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**July 8, 2016**

**Safety Focus**

**EMERGENCY PLANNING**

No one wants to have an emergency but the fact is when an emergency occurs, and they do, you have to know who to call so help can get to you or your co-workers promptly.

1. Discuss the actions you should take for an emergency as part of pre-job briefs.
2. Know the emergency numbers – some plants have internal emergency numbers.
3. Know the address of your location.
4. If you are in a plant, be able to describe the area (elevation, building, equipment that is close.)

**Health Tip of the Day**

**EXERCISE AND ANXIETY**

Researchers at the University of Georgia found that exercise can help reduce anxiety symptoms in sedentary people who have a chronic illness. For those experiencing anxiety more than once a week, the greatest improvements were seen when individuals exercised for at least 30 minutes per session for up to 12 weeks. Source: JAMA Internal Medicine

**OH&D Focus**

What differences do you expect to see once Entergy is top quartile in organizational health? (Included and valued for my ideas, information is easily shared, excited about the future, etc.)

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**July 9, 2016**

## **Safety Focus**

### **SAFETY AWARENESS BEHAVIORS**

How do you know you've developed good safety awareness? Here are some good examples of behaviors that suggest you have good safety awareness:

- 1) Before you begin a job you consider how to do it safely.
- 2) You make sure you know how and when to use personal protective equipment.
- 3) As you work, you check you position to reduce strain on your body.
- 4) While you are working, you become aware of any changes in the area like people coming or going, jobs beginning or ending.
- 5) You start talking with others about safety.

Monitor (audit) yourself today and see if you have good safety awareness and keep a strong questioning attitude.

## **Health Tip of the Day**

### **BEWARE! TICK SEASON IS HERE**

Lyme disease symptoms include fever, headache, fatigue, and a skin rash. Generally, the tick must be attached to a person for 36 hours or more before the Lyme disease bacteria can be spread. If left untreated, infection can spread to the joints, heart and nervous system. Most cases can be treated successfully with antibiotics. Source: Centers for Disease Control and Prevention

## **OH&D Focus**

What does Organizational Health mean to you?

### **Human Performance Focus - Overconfidence**

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**July 10, 2016**

**Safety Focus**

**REPORT ALL NEAR MISSES/CLOSE CALLS**

Near Miss incidents do not often result in injuries. However, ignoring a near miss means you could be paving the way for a serious injury to happen. You must report all near misses promptly so they can be investigated and the hazard removed before someone does get hurt. For every reported first aid or minor injury, there are on average hundreds of near miss incidents that have gone unreported.

**Health Tip of the Day**

**CHILDREN'S DENTAL HEALTH**

Starting early with good dental hygiene habits gets children on the path to a lifetime of healthy teeth and gums. Your dentist can help you create the best oral health plan for your child.

Source: American Dental Association

**OH&D Focus**

**Who can review the reports from previous surveys?** Everyone. All previous reports are currently on the Organizational Health website. Once the results for the upcoming survey are uploaded, all employees will have access after the cascade process.

**Human Performance Focus - Overconfidence**

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**July 11, 2016**

**Safety Focus**

**STAND UP**

Don't be afraid to point out unsafe practices by your fellow workers, using common sense and courtesy, of course. Encourage them to do the same for you. When you make a mistake, it is better to be embarrassed than electrocuted.

**Health Tip of the Day**

**STRESSED? TIPS TO HELP**

Proactively work to solve the cause of the stressful situation. If you can't solve the cause, try these four simple steps to counteract physical effects: Keep a daily stress journal, learn to say "no," drink water and eat well. Each of these activities will help your body fight the harmful effects of stress. Source: Psychology Today

**OH&D Focus**

**Are there tools we can utilize to increase our skills related to the leadership practices?**

Yes, there are a variety of tools such as a one-on-one guide, practice primers and short, educational videos. The tools are available to all employees and are located at: <https://projects.energys.com/sites/TransformOrganization/SitePages/Home.aspx> They are also found under "Our Company"/ "Organizational Health and Diversity"/"Leadership Toolkit"

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**July 12, 2016**

## **Safety Focus**

### **SUMMER SAFETY – POISON IVY**

Poison ivy, poison oak and poison sumac have poisonous sap in their roots, stems, leaves and fruits. The sap may be deposited on the skin by direct contact with the plant or by contact with contaminated, objects, such as clothing, shoes, tools, and animals. Approximately 85 percent of the general population will develop an allergy if exposed to poison ivy, oak or sumac.

What can you do?

- Wear long-sleeved shirts and long pants, tucked into boots.
- Wear gloves.
- Apply barrier creams to exposed skin.
- Educate workers on the identification of poison ivy, oak, and sumac plants.
- Educate workers on signs and symptoms of contact with poisonous ivy, oak and sumac.
- Keep rubbing alcohol accessible. It removes the oily resin up to 30 minutes after exposure.
- Stop, Think, Act and Review before getting near any plant you are not familiar with.

## **Health Tip of the Day**

### **STRETCH OF THE DAY: HIP AND KNEE STRETCH**

After warming up 5-10 min, hold on to a structure (ex, a bucket or door jamb), bring one knee toward your chest and hold for 7 seconds. Repeat on other hip. Repeat stretches 2X each side. If you feel pain, stop the stretch. Source: *Dr. Richard Bunch, ISR Institute*

## **OH&D Focus**

**Who has access to the tools and can we find them? What are some tools we should consider using as a team?** Everyone. The toolkit is accessible to all employees as we are all leaders. The toolkit can help employees at all different stages of their careers improve their leadership abilities.

## **Human Performance Focus - Overconfidence**

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**July 13, 2016**

## **Safety Focus**

### **SHARING LESSONS LEARNED**

What is a lesson learned anyway? Sounds like something you have after a bad experience doesn't it? You are right, the term lessons learned is one that is commonly used after something happens or doesn't go well, but lessons learned can come from good experiences, ideas, training and observations. It could also be anything such as finding a new tool, new technique or new process. Share information you have with others. Below are examples of avenues that exist for sharing information:

- Discuss in safety meetings or department meetings.
- Share with Safety Advisory Boards or Safety Committees.
- Discuss and apply in pre-job briefs.
- Discuss and apply in the field.
- Let your supervisor know.

## **Health Tip of the Day**

### **OVER-HYDRATION**

Over-hydration, also known as water intoxication, is when the body has too much water in too short a time. It is rare, but has serious consequences including seizures, coma and death. Symptoms include: muscle cramps, nausea, rapid breathing, sudden weight gain and weakness. Seek medical care if you suspect you are over or under-hydrated.

Source: National Federation of State High School Associations

## **OH&D Focus**

### **What is the Leadership Practice Assessment Tool? Who is the audience to use the tool?**

The LPAT is an easy-to-use tool that provides leaders direct and confidential feedback on the leadership practices. Any level of leader can sign up to use the tool in the Toolkit.

### **Human Performance Focus - Overconfidence**

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**July 14, 2016**

**Safety Focus**

**CIRCLE OF SAFETY**

Before you get into a company vehicle, you are required to do a circle of safety. As you know when a vehicle is parked for any length of time, anything could and usually does happen. That is why a circle of safety is so important. During the circle of safety we are looking for anything unusual, such as anything leaking, slices in tires or missing parts on the wheels, all material is secured on the truck. The circle of safety should encompass everything on the vehicle along with anything around it. A circle of safety must be done prior to moving any vehicle that has been parked for length of time. Remember you are responsible for the safety of that vehicle and those around it once you get behind the driver's wheel.

**Health Tip of the Day**

**BENEFITS OF BEETS**

If you're looking for a way to add some extra color and nutrients to a meal, try topping your next salad with chilled, sliced beets. Beets are low in sodium and provide less than one gram of fat per serving. Beets are also rich in several nutrients, including fiber, potassium and vitamin C. Source: HealthFitness Dietitian

**OH&D Focus**

**What is the Situation, Behavior, Impact (SBI) feedback model?** Go to the Leadership Toolkit/Training Videos/Giving and Receiving Feedback Using SBI Technique.

**Human Performance Focus - Overconfidence**

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**July 15, 2016**

**Safety Focus**

**SUMMER SAFETY – BOATING/SUNBURN**

Summer time is a great time to be outside whether you are working or taking time off. Recreational boating accidents killed 626 Americans in 2015, and July was the deadliest month, with 102 reported fatalities reported by the U.S. Coast Guard.

Remember,

1. Protect the skin from sunburn.
2. Protect the eyes from harmful ultraviolet rays (Did you know that children have larger pupils than adults? Since they are more likely to be outdoors for longer periods of time than adults, experts estimate that children’s dose of UV radiation to the eyes is three times that of an adult.)
3. Do a safety check on your boat.
4. Be a responsible boater for yourself and others.
5. Wear a life vest.
6. Use Peer Checking while out in the sun and in boats.

**Health Tip of the Day**

**PHYSICAL ACTIVITY AND COLON CANCER**

Studies have found that 30 to 60 minutes of moderate to vigorous-intensity physical activity per day can help protect against colon cancer. If you have not been active in a while, start slowly and build up your activity gradually. If you have a chronic health condition, joint problems, or other limitations, your doctor can help you decide what activities are best for you.

Source: American Cancer Society

**OH&D Focus**

What does career development mean to you?

**Human Performance Focus - Overconfidence**

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**July 16, 2016**

**Safety Focus**

**STAIRS**

Falls down stairs are not forgiving. Odds are, you transition some stairs or steps during your workday.

Use these practices to ensure your safety:

- Use Self Checking (STAR)
- Focus on transitioning the stairs
- Use the handrail
- Look at your path – don't carry items in a manner where your view of the step is blocked.
- Proceed slowly
- Ensure you have adequate foot placement on the step or stair

Report any steps/stairs that are in dimly lit areas OR that have deficiencies.

**Health Tip of the Day**

**GERMS CAUSE ULCERS**

According to the National Institutes of Health, peptic ulcers are often caused by bacterial infection or the long-term use of nonsteroidal anti-inflammatory drugs, also known as NSAIDs, like aspirin and ibuprofen. If you have persistent stomach pain, see your doctor. Source: National Institutes of Health

**OH&D Focus**

How do the Employee Practices complement the Leadership Practices?

**Human Performance Focus - Overconfidence**

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**July 17, 2016**

**Safety Focus**

**HAZARD REMOVAL OR MITIGATION - OUTDOORS**

Hazard removal or mitigation when practical is a must. Outdoor areas:

- Keep parking lots and sidewalks clean and in good repair or condition.
- When snow and ice are present, remove or treat these elements. In some extreme cases, it may be necessary to suspend use of the area.
- Ensure someone or some department is responsible for treatment of pathways.
- Use adhesive striping material or anti-skid paint whenever possible.

**Health Tip of the Day**

**CREATE A FAMILY HEALTH HISTORY**

A family health history is a written record of the diseases and health conditions within a family. It provides information about family members' medical histories, lifestyle habits and early living environments. You can use one to see if you, your children, or your grandchildren might face an increased risk of developing serious health problems. Source: National Institutes of Health

**OH&D Focus**

Are there ways we can modify our engagement with each other to reflect the practices?

**Human Performance Focus - Overconfidence**

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**July 18, 2016**

## **Safety Focus**

### **FALLS - GENERAL**

According to the U.S. Department of Labor, slips, trips and falls make up the majority of general industry accidents, which account for:

- 15 percent of all accidental deaths per year, the second-leading cause behind motor vehicles
- About 25 percent of all reported injury claims per fiscal year
- More than 95 million lost work days per year – about 65 percent of all work days lost

In general, slips and trips occur due to a loss of traction between the shoe and the walking surface or an inadvertent contact with a fixed or moveable object which may lead to a fall. What action can you take today to prevent a fall? Consider a midday or end-of-day check with your team to encourage discussion on how falls were prevented.

## **Health Tip of the Day**

### **ONE IS THE LONELIEST NUMBER**

According to a recent study, loneliness among people over age 50 is linked to a greater risk of high blood pressure. As you age, stay active and social. Having strong connections with others can benefit your overall health and well-being and offer a source of social support.

Source: Psychology and Aging Journal

## **OH&D Focus**

**When is the next survey? How long will it take to complete?** The survey will be open today, Monday, July 18, until Sunday, August 7. The survey will take around 40 minutes to complete; however, that varies depending on participant.

## **Human Performance Focus - Overconfidence**

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**July 19, 2016**

## **Safety Focus**

### **HAND TOOLS**

The Hand Tool Institute, an association of hand tool manufacturers and suppliers based in Terrytown, New York, says that most hand tool accidents are preventable if workers just follow basic safety rules. The five main points to remember are:

- **Always use appropriate eye protection** to keep flying pieces and parts from contacting your eyes. The Hand Tools Institute suggests keeping your safety goggles in your toolbox so that you can easily find them to use for every hand tool job. Other important protective equipment includes work gloves for a better grip.
- **Use the right tools for the job.** The Institute warns that each tool is designed to perform a specific function. It is dangerous to substitute or use an inappropriate tool.
- **Use tools properly**, including proper positioning to avoid repetitive stress-type injuries.
- **Service tools regularly.** Follow the manufacturer's recommendations for performing proper maintenance on your tools.
- **Don't use damaged tools.** Discard them immediately, fix them, or replace them.

## **Health Tip of the Day**

### **STRETCH: SHOULDER SHRUGS AND ROLLS**

After a 5-10 minute warmup, roll the shoulders forward in circles 10 times, then reverse the roll and roll the shoulders backward 10 times. Avoid the stretch if it causes pain.

Source: *Dr. Richard Bunch, ISR Institute*

## **OH&D Focus**

What are examples of behaviors we are exhibiting in our team to support Open and Trusting?

### **Human Performance Focus - Overconfidence**

Overconfidence is when someone has more confidence than they should have based on the situation and they misjudge their ability or opinion. This can result in an injury or error! Always use the Human Performance Tool "Self-Checking" (S.T.A.R. – Stop, Think, Act & Review) to combat "Overconfidence"! Have you used S.T.A.R. today?

**July 20, 2016**

**Safety Focus**

**AWARENESS!**

The time surrounding holidays and weekends are a prime time for distractions. Distractions cause you to lose your place in a job or skip over an important step or check for your safety. Some distractions aren't obvious. Remember, distractions are anything that takes your visual (eyes), manual (hands/touching) or cognitive (thinking) attention away from your task. Some of those things are internal.

- Individuals should stop for safety – even a short pause allows your mind to reset.
- Peers and others should help identify when workers are distracted.
- Supervisors and leaders should be observing and encouraging the behavior of Stop for Safety.

**Health Tip of the Day**

**HYDRATION TIPS**

In addition to drinking water prior to work, drink 5-7 oz. every 15 or 20 minutes during hot work and eat fruits that contain water like apples and watermelon. Tired of water? Dilute 100 percent fruit juice: ¼ cup juice + ¾ cup water. Make sure to avoid drinks with alcohol and caffeine. Source: HealthFitness

**OH&D Focus**

What are examples of behaviors we are exhibiting in our team to support Clear Direction?

**Human Performance Focus - Overconfidence**

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**July 21, 2016**

**Safety Focus**

**CHECK YOUR TIME PRESSURE**

Have you ever had one of those days that was just a good day. You got a whole lot of work done, in a fairly short amount of time. At the end of the day – you were tired, but happy with all of the work you crossed off of your to-do list. Those days seem to come when we've done some good planning – and worked hard to follow the plan. (Plan your work – work your plan!) However, when we get behind, and allow ourselves to fall to time pressure, and start trying to handle too many things without proper planning, briefing, questioning attitude and self-checking – things can start to go wrong. That's not good business.

**Health Tip of the Day**

**DIET MYTHS**

Many diets out there claim that eating certain foods (such as grapefruit, celery or hot peppers) will melt away body fat. The truth is, there are no foods that burn away body fat. The healthiest way to decrease body fat is to eat proper portions and burn more calories through exercise. Source: National Institute of Diabetes and Digestive and Kidney Diseases

**OH&D Focus**

What are examples of behaviors we are exhibiting in our team to support Career Development?

**Human Performance Focus - Overconfidence**

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**July 22, 2016**

**Safety Focus**

**HEAT PREVENTION**

Heat illnesses are serious and prevention must be part of your audit for the job plan and action plan. Three basic categories of factors contribute to heat illnesses. Examples are listed below:

- Environmental Factors – temperature, direct sun, humidity, radiant heat, air velocity.
- Individual Factors – weight, fitness, medical conditions, diet and acclimatization to heat.
- Job factors – job location and additional PPE requirements

*Sources: Centers for Disease Control and Occupational Safety and Health Administration*

**Health Tip of the Day**

**EXERCISE TO IMPROVE GLUCOSE CONTROL**

Regular exercise helps lower blood sugar by increasing the muscle's ability to take up and use glucose. If you have diabetes, exercise can also help lower the amount of medication needed to keep blood glucose levels within your goal range. Talk to your doctor before starting an exercise program or new routine, and check your blood sugar levels before and after exercise. Source: American Diabetes Association

**OH&D Focus**

Related to career development, what do you see as your roles in advancing your career? What do you see as the role of your leader?

**Human Performance Focus - Overconfidence**

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**July 23, 2016**

**Safety Focus**

**TRANSITIONS**

Transitioning from one surface type to another and shifting weight on a slippery surface are risk factors for slips. Identify at least three transitions you've made so far today and some others you may encounter through your walking route today. (Entering/exiting shower, entering/exiting your vehicle, transitioning through doors to different surfaces, ascending/descending ladders or equipment) Could you have fallen? What can you do to reduce your risk? Did you use STAR? Discuss the specific behaviors required to prevent falls.

**Health Tip of the Day**

**TIPS TO LOWER SODIUM INTAKE**

Choose a variety of fresh and frozen vegetables. Most of them are naturally low in sodium. Using canned vegetables? Look for descriptions such as "no salt added" and "reduced sodium" on the label. Rinsing canned vegetables in a food strainer can also reduce sodium. Source: Academy of Nutrition and Dietetics

**OH&D Focus**

What are some ways we can integrate organizational health and diversity into our team without adding additional work?

**Human Performance Focus - Overconfidence**

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**July 24, 2016**

**Safety Focus**

**LADDERS**

Portable ladders are used by many of our employees. Remember these practices when using ladders.

- Select the right type of ladder
- Inspect the ladder – Do not use deficient ladders
- Follow the weight rating on the ladder
- Move the ladder you see that you are going to need to over reach or lean to access the area where you need to work

If you must work in high traffic areas from a ladder, use cones, flagging, spotters or signs to ensure that others don't bump you off the ladder.

**Health Tip of the Day**

**SLEEP SCIENCE**

While you sleep, your body releases growth hormones that work to rebuild your muscles and joints. The more sleep you get, the better equipped your body will be to repair itself.

Source: National Sleep Foundation

**OH&D Focus**

What are examples of the most meaningful recognitions you have received for your efforts that were above and beyond? Why were they meaningful?

**Human Performance Focus - Overconfidence**

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**July 25, 2016**

## **Safety Focus**

### **FALLS CAUSE SERIOUS INJURIES**

Falls are a leading cause of workplace injuries. In fact, falls are second only to motor vehicle accidents as the leading cause of accidental deaths in North America. Surprisingly, most of these falls are from the same level -- the kind of fall you would have if you lost your footing or balance. While falls are among the most common accidents, they are also among the most preventable. In many cases, you have control over whether or not you are going to fall. If you move carefully and remain alert to hazards, you can stay on your feet.

There are two main causes of a fall. One is the loss of friction between your feet and the floor. This occurs when your shoes or the floor are slippery. The result is that you lose your footing and slip. The other cause of falling is when your feet are halted and the rest of you keeps going. This is what happens when you trip. In either a slip or a trip, your body's center of gravity is displaced, and there is nowhere to go but down.

## **Health Tip of the Day**

### **PUT YOUR STRESS HARD HAT ON**

An American Psychological Association study reveals 1 in 5 of us don't realize the extent of our stress until we physically show symptoms. Protect yourself by using stress self-care techniques: set personal boundaries, speak up on stressful issues, take a break away, and reach out for help when needed. Source: American Psychological Association

## **OH&D Focus**

What are examples of behaviors we are exhibiting in our team to support Engaged Leadership?

### **Human Performance Focus - Overconfidence**

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**July 26, 2016**

## **Safety Focus**

### **PARTICIPATE IN SAFETY**

Sometimes accidents happen because we overlook a hazardous condition. Dangerous conditions become second nature; we accept them as the norm. So we must remind ourselves and co-workers to be safety conscience. This doesn't always come naturally. If not you or me, then who commits an unsafe act? Any person can contribute to an accident's cause by, 1) failing to do what one should do or 2) doing something wrong.

What is an unsafe act? Rather than a glaring error, it can be as simple as a changing work site. To avoid the many job detours, remember the following:

- Never use equipment without proper training.
- Don't operate equipment at an unsafe speed or in any other improper way.
- Never remove safety devices from equipment.
- Never use faulty or defective tools.

You can do your part to create a safe workplace by following these hints:

- Always stay alert and focused.
- Report any unsafe conditions.
- Promptly inform your supervisor of any injury.
- Use the proper PPE as recommended.
- Dress appropriately, this includes wearing appropriate shoes, boots, gloves etc.
- Keep all tools in proper working condition, replace or repair any damaged tools.

Remember that your personal involvement in safety considers the other person as well as yourself. If we all do our part as individuals, we will benefit as a group

## **Health Tip of the Day**

### **STRETCH: DEEP BREATHING WITH OVERHEAD REACH**

After a 5-10 minute warmup, stand with hands clasped at center of your chest. Inhale as you raise your arms overhead, turning your palms facing upward, keeping your fingers laced. Exhale as you return to the starting position. Source: HealthFitness

## **OH&D Focus**

What are examples of behaviors we are exhibiting in our team to support Accountability and Motivation?

### **Human Performance Focus - Overconfidence**

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**July 27, 2016**

## **Safety Focus**

### **EMERGENCY PLANNING – KNOW WHAT TO DO & DO IT (TORNADOES/HURRICANES)**

Some tornadoes strike rapidly, without time for a tornado warning, and sometimes without a thunderstorm in the vicinity. When you are watching for rapidly emerging tornadoes, it is important to know that you cannot depend on seeing a funnel: clouds or rain may block your view. The following weather signs may mean that a tornado is approaching:

- A dark or green-colored sky.
- A large, dark, low-lying cloud.
- Large hail.
- A loud roar that sounds like a freight train.

Hurricanes usually have advance notice but it is important in the case of tornadoes or hurricanes, to be prepared and not delay in taking action to seek an area of safety. Keep tuned to local radio and TV stations or to a [NOAA weather radio](#). Many cell phones will also display weather alerts.

## **Health Tip of the Day**

### **REHYDRATION USING YOUR SWEAT RATE**

Prior to exercise, weigh yourself in typical workout gear. After the workout, change into dry clothes, wipe off all sweat and weigh yourself. The difference in body weight is your sweat rate. One pound = 16 oz. of sweat. For every pound lost, replace with 16-24 oz. of fluids within 24 hours. Source: Ironman Sports Medicine Institute Hydration Facts

## **OH&D Focus**

What are examples of behaviors we are exhibiting in our team to support Role Clarity?

### **Human Performance Focus - Overconfidence**

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**July 28, 2016**

## **Safety Focus**

### **SAFETY PRINCIPLE #7**

Management has several responsibilities when it comes to safety. To get more value out of audit programs, we must consider placing a greater focus on people, behavior and culture while continuing to maintain our focus on compliance. Here are three key changes that could make a big difference.

1. **Challenge current conditions (the status quo).** To do this, we need to cause a fundamental shift in the way that people think about and manage safety, protect themselves and each other.
2. **Expand employee involvement.** You'll know you have it when all members of the operational team are substantially involved and fully engaged in the audit process every day of the audit. Challenge the status quo!
3. **Focus on hazards.** When the discussion reveals that there is no regulation, just an unsafe condition, the issue is quickly dismissed as unimportant. This list should not be driven by regulation, but simply by their potential to cause an injury.

## **Health Tip of the Day**

### **ANTIOXIDANTS IN BERRIES**

Antioxidants are substances with disease-fighting properties that can protect cells from damage caused by diseases such as cancer and heart disease. All fruits and vegetables contain antioxidants, but nutrient-rich berries, like blackberries, strawberries, cranberries, blueberries and raspberries are some of the best sources. Source: Academy of Nutrition and Dietetics

## **OH&D Focus**

What was the most functional team we were part of (currently or in the past)? What were the characteristics and dynamics of the team?

## **Human Performance Focus - Overconfidence**

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**July 29, 2016**

**Safety Focus**

**REPORT ALL NEAR MISSES/CLOSE CALLS**

Near Miss incidents do not often result in injuries. However, ignoring a near miss means you could be paving the way for a serious injury to happen. You must report all near misses promptly so they can be investigated and the hazard removed before someone does get hurt. For every reported first aid or minor injury, there are on average hundreds of near miss incidents that have gone unreported.

**Health Tip of the Day**

**EASY VEGETABLE PREP**

For a healthy and quick way to cook vegetables, try the microwave. Place chopped or cut vegetables into a microwave-safe container. Add about 1 tablespoon of water, chicken broth or vegetable broth. Cover and microwave on high for two to three minutes or until tender.  
Source: HealthFitness

**OH&D Focus**

How do we think Organizational Health will help us meet the future?

**Human Performance Focus - Overconfidence**

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**July 30, 2016**

**Safety Focus**

**HAZARD REMOVAL OR MITIGATION - OUTDOORS**

Hazard removal or mitigation when practical is a must. Outdoor areas:

- Keep parking lots and sidewalks clean and in good repair or condition.
- When snow and ice are present, remove or treat these elements. In some extreme cases, it may be necessary to suspend use of the area.
- Ensure someone or some department is responsible for treatment of pathways.
- Use adhesive striping material or anti-skid paint whenever possible.

**Health Tip of the Day**

**MAKE YOUR OWN TRAIL MIX**

Combine whole-grain cereal, mixed nuts, and dried fruit in a large food storage bag and shake to combine. It's a tasty snack, especially when you are on the go. Just be mindful of your portion sizes, since the calories in dried fruit and nuts can add up quickly.

Source: HealthFitness Dietitian

**OH&D Focus**

How does Organizational Health tie to Safety?

**Human Performance Focus - Overconfidence**

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**July 31, 2016**

## **Safety Focus**

### **ENTERING/EXITING VEHICLES - ONE STEP AT A TIME**

The most common vehicle entry and exit injuries occur during the following actions:

- Jumping from the cab or bed of a truck
- Losing balance when entering or exiting a vehicle.

Treat vehicle entry and exit as an important task. Avoid overconfidence!

Discuss the safe behaviors when exiting vehicles. Use Self Checking (STAR). Here are a couple to get you started – look before stepping out of the vehicle and hold on to something stationary (don't use the steering wheel unless it is locked) What are others?

## **Health Tip of the Day**

### **SLEEP BETTER SUNDAY NIGHTS**

To avoid “social jetlag” that leads to difficult Monday mornings, follow these tips: stick close to the same bedtime on the weekends, don't sleep in on Saturdays and Sundays, and set the stage for sleep on Sunday evenings by creating a consistent relaxing routine prior to bedtime. Source: National Sleep Foundation

## **OH&D Focus**

What leadership practice tools would be most beneficial for me? Remember, the toolkit is for all employees.

### **Human Performance Focus - Overconfidence**

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