

Safety Principle #10

Employees must be trained to safely perform all assigned tasks and accountable for applying these skills on the job.

Safety Principle #10: Employees must be trained to safely perform all assigned tasks and accountable for applying these skills on the job.

October 2016

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Safety Principle #10

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Daily Safety and Health Topics

October 2016

Safety Principle #10

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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



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October 1, 2016

Safety Focus

WEEKEND LEADERSHIP

October 1 is a Saturday. If you are working on this Saturday, you are working on shift work or overtime. It can be tempting during backshifts or weekends to let some of the 'normal' safety practices fall by the wayside. Be a LEADER! Your true character shows through when no one is watching. Do it the right way, the safe way, every time, every day.

Health Tip of the Day

4.6 SECONDS

At 55 miles per hour, taking your attention off the road for less than five seconds is enough time to travel the length of a football field. Be a role model and protect yourself and the lives of others by never texting while driving or taking your focus off the road. Learn more at www.distraction.gov and #JUSTDRIVE on Twitter.

Source: National Highway Traffic Safety Administration

Org Health & Diversity Focus

Start with you. Reflect on how you see others, and how others see you.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

It may be tempting to lower our sense of awareness on the weekends since the normal day crowd is not around. Don't fall into this trap because it is a weekend shift and ensure you get a proper turnover of the current conditions from whomever you are relieving.

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October 2, 2016

Safety Focus

PAST, PRESENT AND SAFTY

“We must respect the past, and mistrust the present, if we wish to provide for the safety of the future.”
- Joseph Joubert

Health Tip of the Day

DON'T BE FOOLED!

Terms often associated with nutrition quackery include miraculous, breakthrough, exclusive, magic, secret, unique, effortless, overnight, instant, and limited-time offer. Exercise judgment and ask questions before buying any nutrition product or program. One question to consider is if results are based on facts and sound science or only personal testimonials. Source: Academy of Nutrition and Dietetics

Org Health & Diversity Focus

Sweat the small stuff. It's often the small things, such as being kind and courteous, that make a difference.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Reading the quote from Joseph Joubert relates directly to one of the behaviors we wish to reinforce throughout the organization, questioning attitude. Utilizing a questioning attitude in all situations can help to identify some risks that may not initially be obvious.

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October 3, 2016

Safety Focus

RESEARCH, EDUCATION AND TRAINING

OSHA recognizes the importance of education and training:

“To assure safe and healthful working conditions for working men and women; by authorizing enforcement of the standards developed under the Act; by assisting and encouraging the States in their efforts to assure safe and healthful working conditions; by providing for research, information, education, and training in the field of occupational safety and health...”

- Occupational Safety and Health Act of 1970

Health Tip of the Day

OVEREXTENDED?

Clear the deck of at least one time-consuming household task. Hire a housecleaning service, shop for groceries online, convene a family meeting to consider who can take on certain jobs, or barter with or pay teens— your own or local hires—for house or yard work. Consider what is truly essential and important to you and what might take a backseat right now. Source: Harvard Medical School Guide

Org Health & Diversity Focus

Smile. A smile can be contagious.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

OSHA generates and publishes a significant amount of valuable information that can help us be safe every day. It is incumbent upon us to effectively communicate that information to help prevent incidents that can occur during off-hour settings.

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October 4, 2016

Safety Focus

OSHA TRAINING REQUIRED

“More than 100 of OSHA’s current standards contain requirements for training. Furthermore, a comprehensive workplace safety program needs to include training. Quality safety and health training helps prevent work-related injuries and illnesses. Effective training also encourages workers by educating and empowering them...”

- OSHA Publication 3824

Health Tip of the Day

SIX TIPS FOR SAFE STRETCHES

Everyone – with medical conditions or not – should use these tips to help protect muscles and joints while ensuring flexibility gains.

- 1) Warm up first
- 2) Feel no pain
- 3) Pay attention to posture and good form
- 4) Focus on the muscle being stretched
- 5) Practice often
- 6) Breathe comfortably while stretching, or use yoga breathing

Source: Harvard Medical School Guide

Org Health & Diversity Focus

Say “Hello.” You could make someone’s day.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

“Safety is something that happens between your ears, not something you hold in your hands.” - Jeff Cooper; Make sure you know when to use your HU Tools.

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October 5, 2016

Safety Focus

NEED FOR EFFECTIVE TRAINING

In effective training, participants should learn:

- How to identify the safety and health problems at their workplace;
- How to analyze the causes of these safety and health problems;
- How to bring about safer, healthier workplaces; and
- How to involve their co-workers in accomplishing all of the above.

- OSHA Publication 3824

Health Tip of the Day

BE SMART WITH FOOD ALLERGIES

Each year, millions of Americans have allergic reactions to food. Although most food allergies cause relatively mild and minor symptoms, some can cause severe reactions. They can even be life-threatening. If you have food allergies, it is important to avoid your problem foods. Sometimes ingredients are hidden, so early recognition (by reading labels or asking what ingredients are in prepared foods) and management of allergic reactions to foods is very important. Source: U.S. Food and Drug Administration

Org Health & Diversity Focus

Say “Thank you.” Gratitude is a gift that’s never too small to give.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Operating on a First Shift/Late Shift can impact your sleeping patterns and could lead to fatigue. Utilizing proper place-keeping can help to prevent missing a step during activities.

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October 6, 2016

Safety Focus

SAFETY TO-DO LIST

- Ensure all tasks are performed only by trained personnel.
- Use all skills learned in training on the job. (Don't become 'so smart' that you don't need to do it the way you did in training.)
- Treat every job as if it's the first time you've done it.

Health Tip of the Day

CHOOSING FRESH FISH

It is important to look for freshness when buying seafood. According to the Food and Drug Administration, fish should smell fresh and not fishy, sour or ammonia-like. Other signs of freshness include a firm, shiny flesh, and the flesh should spring back when pressed. Only buy fish that is refrigerated or displayed on a thick bed of fresh ice and preferably in a case or under a cover. Source: Food and Drug Administration

Org Health & Diversity Focus

Treat others the way *they* want to be treated. Find out what respect means to others.
Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Even though you may not actually be working the First Shift/Late Shift you will likely be turning over to someone who is. This is the opportunity to ensure you conduct a good post-job review so that you can provide the most accurate data to the next crew.

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October 7, 2016

Safety Focus

YOUR BODY – CAPITAL INVESTMENT

Your body is a big part of your capital: don't invest it in the "Bank of Careless Habits." - State Safety News, September 1916, University of Arizona, Bureau of Mines

Health Tip of the Day

IMPROVE YOUR BALANCE: SINGLE LEG STANCE

Stand on one foot for up to 30 seconds. Put your foot down and repeat on the opposite side. Perform two to four times on each leg. If this is too hard, steady yourself by holding on to the back of a chair at first, then work toward doing this without support. For an added challenge, you can add ankle weights.

Source: Harvard Medical School Guide

Org Health & Diversity Focus

Build cultural awareness. Differences are barriers only if we allow them to be.
Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

The awareness you have of your health and fitness can go a long way in preventing certain injuries. Self-Checking prior to jumping into a task with regard to stretching or other fitness aspects can help you prevent certain personal injuries.

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October 8, 2016

Safety Focus

PREVENTION

“Prepare and prevent, don't repair and repent.” - Safety Poster: Author unknown

Health Tip of the Day

POWERFUL PARTNERS

Want to lose weight, exercise more or quit smoking? Leverage the power of social well-being with your partner. Research shows that people are significantly more likely to improve their own behavior if their partner becomes healthy in the same area. Working together towards a common goal not only supports motivation, it also makes it easier to create a home environment that supports your efforts (like not buying favorite snacks and being active). Source: Journal of American Medical Association (JAMA) 2015

Org Health & Diversity Focus

Make a new friend. Start a conversation and learn something new.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

In line with the Safety Poster message above, ensure you are properly conducting your Pre-Job Briefs. It is much easier and takes less time to conduct a thorough Pre-Job Brief than it does to complete an accident investigation.

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October 9, 2014

Safety Focus

ACCIDENT CAUSATION

“We now have unshakable conviction that accident causes are man-made and that a man-made problem can be solved by men and women.” - W.H. Cameron

Health Tip of the Day

BIKE HELMETS ARE FOR EVERYONE

According to the Department of Transportation, when worn correctly, bike helmets can reduce risk for head injury by up to 85 percent. Make sure your helmet meets the U.S. Consumer Product Safety Commission (CPSC) standards and that you use it to set a good example, as well: If your kids see you wearing it, they'll want to wear one, too. Source: Bicycle Helmet Safety Institute

Org Health & Diversity Focus

Demonstrate mutual respect. Inclusion means being respectful regardless of position or title.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Good decision making is not something we can turn on and off at will. Our goal is to ensure everyone has the proper tools to make the best decisions possible with the information provided. Utilizing coaching to help reinforce a good process for decision making can help improve long term performance.

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October 10, 2016

Safety Focus

FUNCTION OF EDUCATION

The function of education is to teach one to think intensively and to think critically. Intelligence plus character - that is the goal of true education.

- Dr. Martin Luther King, Jr.

Health Tip of the Day

FREQUENTLY LATE?

Consider your priorities (be sure to include time for yourself), then delegate or discard unnecessary tasks. Map out your day, segment by segment, setting aside time for different tasks, such as answering emails, writing memos, or returning phone calls. If you get caught up online, put away distractions – no texts, tweets, emails, or games – while you dive into tasks. If you are overly optimistic about travel time, consistently give yourself an extra 15 minutes or more to get to your destinations. Source: Harvard Medical School Guide

Org Health & Diversity Focus

Ask. It's ok to ask when you're not sure.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

The theme today truly revolves around the process for practicing a good questioning attitude. We need to ensure we ask the questions we have internally because it is likely there are others around with the same question.

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October 11, 2016

Safety Focus

SAFETY STARTS HERE: MENTAL PREPARATION!

To perform any task whether physical or mental, we must always remember to stay focused. Our health and lives depend on it. Training is not just a physical action, it is also mental. How we approach each task and the frame of mind that we are in determines the outcome. We must train ourselves to be ready to complete our task or be able to respond to changes in workload no matter what the circumstances may be. Starting the day on the right note is crucial to our success! So yes, Training and Safety go hand in hand! - Timothy Josh Dufrene (UO Tech. Skills Training)

Health Tip of the Day

THE MODERN TRUNK ROTATION STRETCH

Research and updates recommend a safer version of the trunk rotation: After warmed up, start at a standing posture with arms extended parallel to the ground, slowly rotate the trunk to each side holding the end range of the stretch and breathing out (exhaling) for 7 seconds. Repeat 2 times each side.

CAUTION: Stop stretch if you experience any unusual pain and consult your medical physician. Source: Richard W. Bunch, Ph.D., P.T., C.B.E.S.

Org Health & Diversity Focus

Find common ground. Discover what you have in common.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

“We don’t want to turn the safety net into a hammock that lulls able-bodied people into complacency and dependence” – Paul Ryan; We must remember to reinforce the HU behaviors to prevent falling into complacency during different shifts.

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October 12, 2016

Safety Focus

LEARNING IS A LIVELONG PROCESS

“We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn.”

- Peter Drucker

Health Tip of the Day

CIGARS

Did you know that cigarettes and cigars share many of the same cancer-causing chemicals? Both also deliver nicotine and carbon monoxide to the smoker. The American Cancer Society reports that cigars, like cigarettes, can increase cancer risk and may contribute to heart disease and high blood pressure.

Source: American Cancer Society

Org Health & Diversity Focus

Communicate respectfully. It's not just what you say, but how you say it.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Remember, the HU Tools are a list of behaviors that are recognized to help you address potential safety challenges and take the appropriate actions to prevent an incident. These behaviors become especially important on First Shift/Late Shift scenarios when there may be challenging factors related to the time of day.

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October 13, 2016

Safety Focus

LEARNING IN THE ABSENCE OF DANGER

“The essence of training is to allow error without consequence.”

- Orson Scott Card, *Ender’s Game*

Working in an electric or gas utility is not inherently dangerous, it is hazardous. When training is properly designed and executed it allows employees to learn how to perform tasks in a way that is safe and achieves the desired results. We routinely train in a de-energized environment to allow students to practice the tasks and apply the safety rules in a manner where employees can make errors and discuss consequences without experiencing the life changing impacts from committing an error.

- Utility Ops Technical Skills Training

Health Tip of the Day

GREENS THAT BOOST NUTRITION

Have you heard of arugula? It is a green, leafy vegetable that is rich in nutrients such as beta-carotene and vitamin C. It also has about nine times more calcium compared to iceberg lettuce. When making salads at home, consider choosing a variety of leafy greens, such as arugula, romaine and chicory. Using these greens in salads and on sandwiches creates a more nutritious meal. Always wash produce before eating. Source: USDA Nutrient Database

Org Health & Diversity Focus

Practice patience. Take the time to get the full story.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Don’t hesitate to provide a peer check for your co-workers during off normal hours.

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October 14, 2016

Safety Focus

TRAINING FOR THE INDUSTRIAL REVOLUTION

“Workforce training, education, and infrastructure are issues not only for this industrial revolution, but for whatever the next big thing will be.” (emphasis added)
- Leo Denault, speaking to the Gulf Coast Power Assn.

Health Tip of the Day

WORK TO FAILURE

One key to weight training for increased strength is to work muscles beyond their present capacity, also known as muscle failure. Once you have completed several weight training workouts with lighter resistance, choose a weight for each exercise that you can only lift eight to 12 times with proper form. You know you have reached muscle failure when you cannot do another repetition properly. This "training to failure" gives you the biggest gains in the least amount of time. Source: American College of Sports Medicine

Org Health & Diversity Focus

Seek understanding. It's better to not fully understand than to fully misunderstand.
Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Even if the task at hand during a First Shift/Late Shift does not require continuous use procedures make sure you take the time to review the applicable ones before you start. Adhering to the procedures can help to protect you from performing an error.

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October 15, 2016

Safety Focus

THE ROOTS OF EDUCATION

The roots of education are bitter, but the fruit is sweet. - Aristotle

Health Tip of the Day

STAND, DON'T SIT

Research shows that the movement we do (or don't do) throughout the day may be just as important as our planned exercise sessions when it comes to our health. In addition to your planned workout, don't sit when you can stand, don't stand when you can pace or walk, and don't just walk when you can walk briskly. Look for simple ways to get up and move every 30 to 60 minutes throughout your day.

Source: American College of Sports Medicine

Org Health & Diversity Focus

Share your point of view. Everyone has a perspective. Let others benefit from yours.
Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Training is built upon principles and meant to establish a foundation for all employees to get in the field and put the knowledge to practice. If you are performing a task and the results appear different than your training use your self-check, STAR, and questioning attitude to evaluate the situation.

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October 16, 2016

Safety Focus

LEARNING IS FOREVER

“Live as if you were to die tomorrow. Learn as if you were to live forever.”
- Mahatma Gandhi

Health Tip of the Day

EATING BETTER ON A BUDGET

Keep in mind the 3 P's: plan, purchase and prepare. Plan your meals and snacks for the week by finding quick and easy recipes online and using a grocery list. Purchase food items at the best price by checking for sales and coupons. Buy produce in season and other items in bulk. Prepare meals in advance by doubling up on recipes and freezing in individual portions. Try meatless meals by substituting with beans and peas. Source: ChooseMyPlate.gov

Org Health & Diversity Focus

Get someone else's point of view. After sharing your perspective, give others a chance to share theirs.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Don't be selfish! Above, Gandhi's second sentence is to learn as much as you can. Use the opportunities you have to share that knowledge through coaching experiences during any down time on First Shift/Late Shift.

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October 17, 2016

Safety Focus

SELF-EDUCATION

“Self-education is, I firmly believe, the only kind of education there is.”

- Isaac Asimov

If self-education is the only education, then why have training programs? Training programs provide the environment and the opportunity for individuals to learn. Learning takes place only when you decide. No one can force knowledge upon you.
- Utility Ops Technical Skills Training

Health Tip of the Day

TAKE A WALK

Want a break from the stress? Does your house feel like an insane asylum? Slip out the door and let your feet take you somewhere. Not only will walking give you the opportunity to clear your head and take a break from that hectic situation, but it's great aerobic exercise, too. Source: SparkPeople

Org Health & Diversity Focus

Reinvent the wheel. Do something that hasn't already been done.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

As mentioned above, training programs provide an environment to learn but they also provide the opportunity to build relationships. Relationships can help to facilitate 20% of how we learn as humans by creating channels of communication. Utilizing effective communication with your peers in a training environment will provide the opportunity to ensure everyone understands the content.

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October 18, 2016

Safety Focus

SELF-DISCIPLINE

It takes a lot of self-discipline to do it right every time.

Training provides you with a tool (in this case knowledge and/or skill) to do a task the correct/safe way. But just like a physical tool (hammer, screwdriver, etc.), it doesn't do if you don't use/apply it. An example is Smith Driver training – it doesn't help to just have the knowledge, you have to apply it.

- Jason Lee Brown, Trans., Mgr, Safety and Training

Health Tip of the Day

KNEELING HIP FLEXOR STRETCH

Begin in a kneeling position. Lift one leg up and in front of you, foot flat on the ground, knee at a 90-degree angle. To stretch, slowly lean forward, keeping your back knee in contact with the ground until you feel a stretch through the hip of the back leg. Hold for 10 counts then release. Repeat with the opposite leg.

Source: Fitday.com

Org Health & Diversity Focus

Be open. Try to experience new thoughts and ideas as learning opportunities.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Doing it right requires you to slow down and think about the task at hand, especially when it is during off normal hours. Utilizing STAR: Stop, Think, Act, Review, will help you to maintain a methodical approach to your tasks.

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October 19, 2016

Safety Focus

PROPERLY AND SAFELY

"There are no shortcuts to any place worth going." - Beverly Sills

Performance = Behavior x Results. Training programs allow employees to learn the proper way to perform tasks. Doing the task properly and safely go hand in hand. We are often tempted to focus on results instead of performing the task properly. "Getting the lights back on" or "completing another work ticket" are important tasks. When you take shortcuts to achieve results, you may achieve short term recognition. However, making an error because of a shortcut can result in significant consequences. A zero in the behavior category will negate the best intended results.
- Utility Ops Technical Skills Training

Health Tip of the Day

DON'T LET EXERCISE INJURIES GO UNTREATED

If you injure yourself while exercising, don't ignore it. Far too often people ignore initial pain, swelling or discoloration. This can lead to worse problems and longer recovery times. To reduce exercise-related injuries, warm up and cool down properly. If you injure yourself, stop and seek treatment. Source: American Academy of Orthopedic Surgeons

Org Health & Diversity Focus

Be flexible. Things don't always go as planned. Adapt to changing conditions when necessary.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

The Human Performance program is purely based off of 10 key behaviors that, when utilized at the appropriate time, can help to keep you safe.

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October 20, 2016

Safety Focus

WELL-TRAINED EMPLOYEES

Trained employees = happy employees. Well-trained employees generally feel adequate, achieving, and supported. They are satisfied in their work, which will help them perform well, work to prevent mistakes, and care about their work product. This will save the business lost time, money, and good employees.

(adapted from Brian Benton at lineshapespace.com)

Health Tip of the Day

HEALTHY HUMMUS RECIPE

Blend or food process one 19-ounce can of chickpeas (also called garbanzo beans) and 1/4 cup reserved liquid from the chickpeas, 2 tablespoons lemon juice and 2 tablespoons minced garlic. Spread onto a whole-wheat pita and top with shredded carrots, sliced olives, grilled eggplant, and roasted red peppers for a delicious and healthy appetizer, snack or light meal. Source: HealthFitness Dietitian

Org Health & Diversity Focus

Join the team. Do your part to support teamwork.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

“There is no safety in numbers, or in anything else.” – James Thurber

The logic behind Thurber’s quote is that you must exhibit the appropriate behaviors to be safe, not just focusing on results. The HU behaviors will help you get through those long shifts in a safe and effective manner.

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October 21, 2016

Safety Focus

GIFT, SKILL OR CHOICE?

“The capacity to learn is a gift; the ability to learn is a skill; the willingness to learn is a choice.” - Brian Herbert

Health Tip of the Day

SPORT-SPECIFIC WORKOUTS

A popular way to change up your workout is to participate in sport-specific training. If you are a golfer, avid tennis player or skier, you may be able to improve your performance and decrease your risk of injury with this type of training. Check out group classes or workshops in your area or consider asking a certified personal trainer to design a sport-specific program for you. Source: HealthFitness

Org Health & Diversity Focus

Be a relationship builder. Seek ways to expand your network.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Becoming that relationship builder allows you to build trust amongst your fellow workers at Entergy. Those relationships that you build truly make it that much easier to coach and reinforce desired behaviors. Understanding when something is done well can make the difference on those late shifts when there may be some fatigue setting in.

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October 22, 2016

Safety Focus

LACK OF TRAINING... DISTURBING

“I find your lack of knowledge and training... disturbing.” - Darth Vader

Health Tip of the Day

HEALTHY SNACK IDEA

For a quick and healthy snack, place whole-wheat flour tortillas on a baking sheet and lightly sprinkle with cinnamon and sugar. Bake five to seven minutes at 300 degrees or until slightly brown and crisp. Set aside. Combine diced pineapple with fresh cilantro, lime juice, red onion, green chilies and chopped fresh tomato for a flavorful salsa topping. Source: HealthFitness Dietitian

Org Health & Diversity Focus

Build trust. Be fair. Limit bias and favoritism.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Only you understand where your knowledge on a certain task or action may be lacking. It is imperative that you maintain a questioning attitude if you have any doubts. Your questions may help to prevent an accident.

Safety Principle #10

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October 23, 2016

Safety Focus

ASK THE RIGHT QUESTIONS

“Training gives you the fundamentals to perform your job. How you apply the fundamentals along with your work experience helps you ask the right questions.”
- Keith Pollock, St. Charles Power Project

Health Tip of the Day

NO MORE SECONDHAND SMOKE

Tobacco smoke contains more than 7,000 chemicals and about 70 can cause cancer. Breathing secondhand smoke has harmful effects on the heart and blood vessels, even when the exposure is brief. Protect yourself and your family by looking for restaurants and other places that do not allow smoking and by not allowing anyone to smoke in or near your home or car, even with the windows open.
Source: Centers for Disease Control and Prevention

Org Health & Diversity Focus

Lead the way. Let your inclusive behavior light a path for others.
Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Make sure you take the necessary time to conduct quality pre-job briefs and job-site reviews. Remember to think SAFER: Summarize, Anticipate, Foresee, Evaluate, Review. On off hour shifts there are fewer resources available to provide back up so it becomes critical to conduct thorough briefs.

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October 24, 2016

Safety Focus

1.1 MILLION LOST WORKDAYS

Is safety training important? Consider this article:

“An employee slips on a wet floor, becomes injured lifting a heavy object, or gets in a vehicle accident. The situation may sound like a rarity, but the reality is that in 2014, American workers collectively spent 1,157,410 days off work recuperating from workplace injuries and illnesses. Clearly, the issue is an important one that affects both employees and employers in the U.S. today.”

Yes... that was over 1.1 million days off of work in 2014 to recuperate from injuries. From the Bureau of Labor Statistics and <http://www.paychex.com/articles/human-resources.com>.

Health Tip of the Day

SIMPLE SAVINGS OPPORTUNITIES

Finances can be a source of stress for many, but a few simple steps can help you start to save money. If you don't often carry cash, ask your bank if they offer a "round up" program that rounds each purchase up to the nearest dollar and automatically transfers the difference to a savings account. Clip coupons for items you know you'll use, or wait for sales before making a large purchase. Challenge yourself to do something small today and watch the savings add up. Source: Financial Literacy and Education Commission

Org Health & Diversity Focus

Listen. People feel respected when they know you're listening to their point of view.
Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

During those late nights it becomes especially critical to conduct a thorough post-job review to ensure the system or task is as expected.

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October 25, 2016

Safety Focus

TRAIN PEOPLE WELL

The benefits of training can be summed up as:

- Improves morale of employees – Training helps employees to maintain job security and job satisfaction.
- Less supervision – A well trained employee will be well acquainted with the job and will need less supervision.
- Fewer injuries – Errors are likely to occur if the employees lack knowledge and skills required for doing a particular job.
- Chances of promotion – Employees acquire skills and efficiency during training. They become more eligible for promotion and are an asset to the organization.
- Increased productivity – Training improves efficiency and productivity of employees. Well trained employees show both quantity and quality performance.

- managementstudyguide.com

Health Tip of the Day

STANDING QUAD STRETCH

Use a chair or table for balance. Take your heel towards your bottom, keeping your knees together and your back straight until you feel a stretch in the front of your thigh. Hold for 15 seconds and repeat 4 times at a mild to moderate stretch pain free. Source: Physioadvisor.com

Org Health & Diversity Focus

Remember, we all make mistakes. Resist the urge to point out the ones others make.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Odds are you use place-keeping off the job and don't even realize it. Ever check off groceries on a list? Or plan for a vacation and mark off the items packed? Or maybe you put completed dates on actions. Each of those are forms of place-keeping. So ask yourself the question why would you do it off the job but not on the job?

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October 26, 2016

Safety Focus

TRAINING IS INVESTMENT

- 1.) Training is not an expense. Nuts, bolts, toilet paper, lube oil: those are expenses. Training is an investment in people.
- 2.) Training is the foundation for transformation.
- Adapted, Milton Meyer, Ninemile Plant Manager

Health Tip of the Day

HOW TO KEEP BLISTERS AWAY

Fitness experts recommend staying away from 100 percent cotton socks when exercising. They can become soggy after absorbing sweat, increasing your risk for blisters. Instead, consider using socks made with synthetic materials (such as nylon or acrylic). These materials will reduce moisture, help keep your feet dry, and reduce your risk for blisters. Source: American Academy of Podiatric Sports Medicine

Org Health & Diversity Focus

Do the right thing. Make a difference. Get caught being good.
Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Just as training is an investment in people, so is the necessity to conduct accurate and complete turnovers. Training is passing knowledge on to the next group of workers so they can be successful. Turnover is the same concept, you are training the relieving crew on the current status of the environment so they can be successful.

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October 27, 2016

Safety Focus

BENEFITS OF TRAINING

Conversation overheard at Acme Manufacturing:

CFO: "What if we spend money training our people and then they leave?"

CEO: "What if we don't, and they stay?"

"Train people well enough so they can leave, treat them well enough so they don't want to."
- Richard Branson

Health Tip of the Day

ORANGES ADD ZEST TO SALAD

Add sweetness and color to your next salad by adding a small can of mandarin oranges. One half-cup (canned in juice) contains about 50 calories, no fat, and is rich in vitamin C. Mandarin oranges make a great addition to a spinach salad, along with chopped mushrooms, onions and sweet red peppers. Source: HealthFitness Dietitian

Org Health & Diversity Focus

Become a mentor. You—yes, you—can help others realize their potential.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Training is more than just attending the classes assigned to you. Training provides a solid foundation for you to begin your future progression. Training does not make you an expert though. Getting out into the field and using a questioning attitude as well as asking for peer checks is what will get you that next level of knowledge.

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October 28, 2016

Safety Focus

TRAINING IS CRUCIAL

Employee training is crucial because it:

- Educates workers about the effective use of technology,
- Ensures competitive edge in the market,
- Promotes safety and health among employees,
- Creates opportunities for career development and personal growth; an important factor in retaining workers
- Helps employers comply with laws and regulations, and improves productivity and profitability.

- Trainingtoday.BLR.com

Health Tip of the Day

EXERCISE TO LOWER BLOOD PRESSURE

Regular exercise can help control your blood pressure by making your heart stronger. Exercise can also help you manage your weight and your stress level which are both good for your blood pressure. If your blood pressure is already at a healthy level (less than 120/80 mmHg), exercise can help keep it there. If you have high blood pressure, talk with your doctor before starting an exercise program. Remember to start slowly and stay with it. Source: American Heart Association

Org Health & Diversity Focus

Lend a hand. A little help can go a long way.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Effective communications are not just something to be used in a plant or work setting. This behavior can be valuable when conducting one on one conversations so that both of you are clear on the actions necessary.

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October 29, 2016

Safety Focus

HALLOWEEN SAFETY

Halloween is exciting for kids (and some adults!) and to help ensure they have a safe weekend, here are some tips from the American Academy of Pediatrics.

ALL DRESSED UP:

- Plan costumes that are bright and reflective. Make sure that shoes fit well and costumes are short enough to prevent tripping, entanglement or contact with flame.
- Consider adding reflective tape or striping to costumes and trick-or-treat bags for greater visibility.
- Because masks can limit or block eyesight, consider non-toxic makeup and decorative hats as safer alternatives. Hats should fit properly to prevent them from sliding over eyes.
- Obtain flashlights with fresh batteries for all children and their escorts.
- Take the time to have a safety talk with your kids before they go out. Include any adults/chaperones that may be going out also.

Health Tip of the Day

PREVENTING DOG BITES

All dogs have the potential to bite but the Humane Society offers some tips that can help dog owners reduce the risk: 1) Spay or neuter your dog. 2) Introduce your dog to many different types of people and situations. 3) Learn proper training techniques by enrolling in a class, which will benefit the dog and owner alike. Source: The Humane Society

Org Health & Diversity Focus

Live a healthy life. Do something good, for your mind, body, & soul. Encourage others to join you.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Just as you would use your HU Tools on the job, don't forget to use them during this Halloween celebration. Stop, Think, Act, and Review as you are out in the evening.

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October 30, 2016

Safety Focus

HALLOWEEN SAFETY

CARVING A NICHE:

- Small children should never carve pumpkins. Children can draw a face with markers. Then parents can do the cutting.
- Consider using a flashlight or glow stick instead of a candle to light your pumpkin. If you do use a candle, a votive candle is safest.
- Candlelit pumpkins should be placed on a sturdy table, away from curtains and other flammable objects, and should never be left unattended.
- Use your strong questioning attitude when carving your pumpkin

Health Tip of the Day

FIND RELIEF FROM HEARTBURN

Making a few dietary changes can help with occasional heartburn. Avoid foods and beverages that contribute to heartburn, such as fatty or greasy foods, spicy foods, peppermint, chocolate, coffee, tomato products, alcohol and carbonated beverages. It is also recommended that you avoid eating two to three hours before bedtime.
Source: American College of Gastroenterology

Org Health & Diversity Focus

Be a champion of dignity and respect. Demonstrate respect for self, others, and your community.

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Don't lose sight of the mission during this holiday time. If you are feeling distracted during those late shifts fall back on your place-keeping and procedure use/adherence to help support you. These behaviors will get you through your watch.

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October 31, 2016

Safety Focus

Tonight is HALLOWEEN! With kids on the trail:

- A parent or responsible adult should always accompany young children on their neighborhood rounds.
- If your older children are going alone, plan and review the route that is acceptable to you. Agree on a specific time when they should return home.
- Only go to homes with a porch light on and never enter a home or car for a treat.
- **Pedestrian injuries are the most common injuries to children on Halloween!**
- Effective Communication with your children is key to increase their awareness.

Health Tip of the Day

BURNING OFF HALLOWEEN CANDY

To burn off the calories from 2 fun-sized snickers bars (160 calories), you will have to run for 12 minutes at an 11 ½ minute mile, swim for 11 minutes at a moderate pace or cycle for 28 minutes at 10 mph. All calorie burn estimates are based on a calculation for a 180 lb. male. You may need to extend your exercise based on your own metabolism. Source: Men's Fitness

Org Health & Diversity Focus

“Practice the tips! By practicing one of the 30 Tips of Dignity & Respect every day, each of us can make our world a better place for all to live—with all of our differences.”

Dignity & Respect Campaign—Practice the tips

Human Performance Focus – First Shift/Late Shift

Ensure that you conduct your pre-job brief before heading out into the night for some fun filled trick-or-treating. A safe evening will lead to the post job review where the candy is appropriately counted and sorted for enjoyment over the next several days.

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