

Take 5 for Safety

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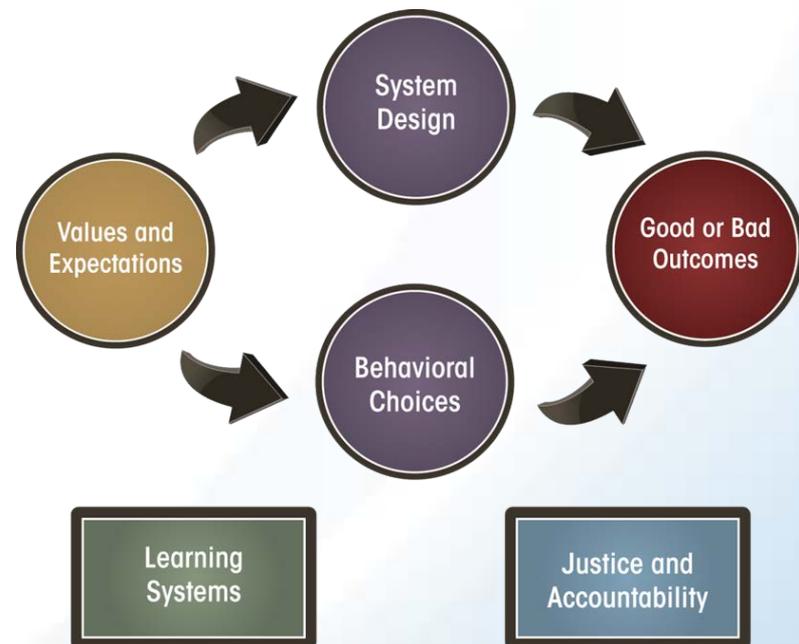
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What is Just Culture?

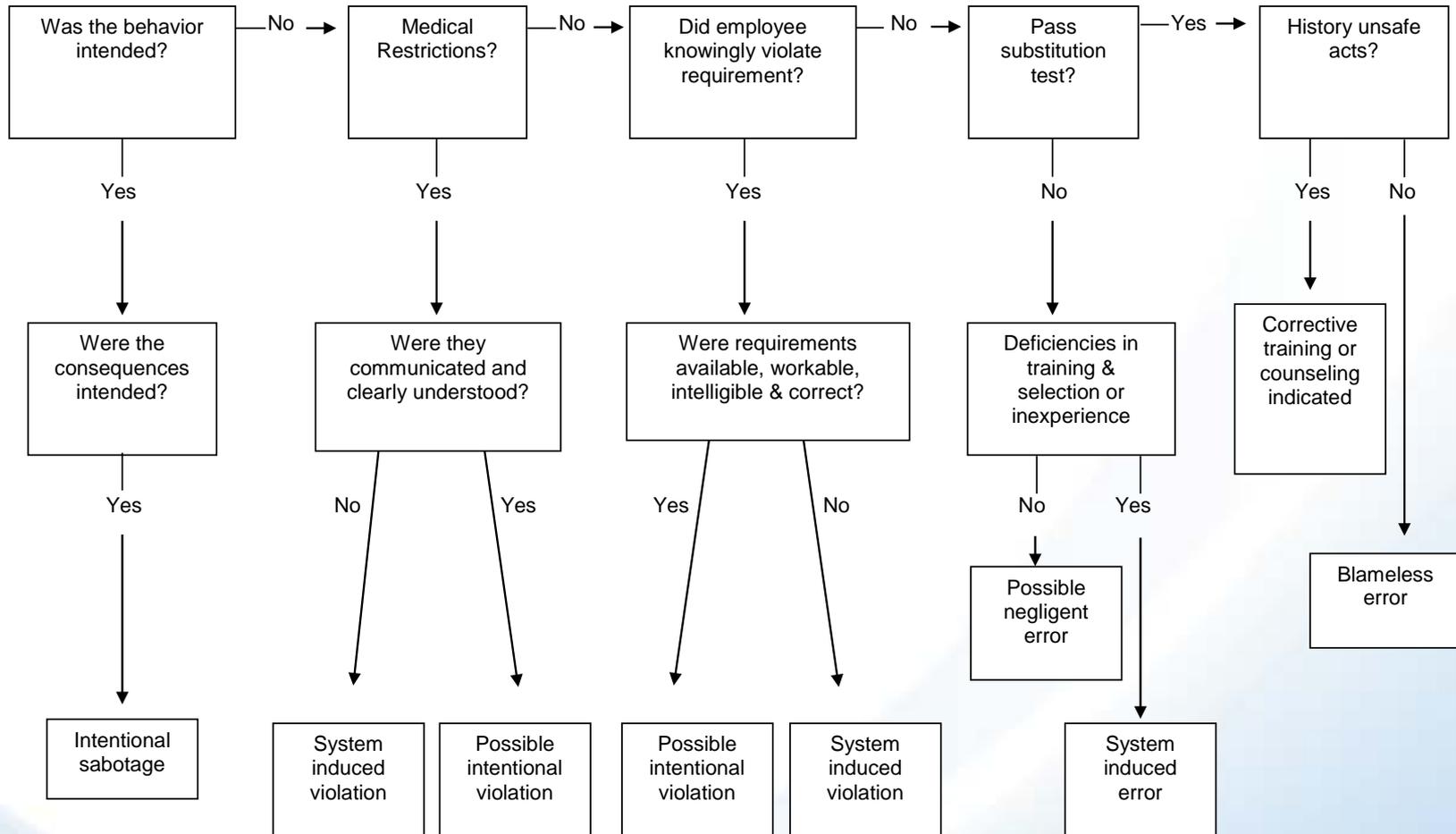
- Five attributes of a Just Culture
 - Values and Expectations –mission and values defined
 - System Design – systems facilitate people making good decisions
 - Behavioral Choices – management helps employees learn from their mistakes
 - Learning Systems – early identification of risks
 - Accountability and Justice – there is fairness and justice in the disciplinary process
- Just Culture gets better outcomes by being fair and just with workers when an error is made



The Three Behaviors

| | | |
|--|--|---|
| Human Error | At-Risk Behavior | Reckless Behavior |
| <i>Product of Our Current System Design and Behavioral Choices</i> | <i>A Choice: Risk Believed Insignificant or Justified</i> | <i>Conscious Disregard of Substantial and Unjustifiable Risk</i> |
| Manage through changes in: | Manage through: | Manage through: |
| <ul style="list-style-type: none">• Choices• Processes• Procedures• Training• Design• Environment | <ul style="list-style-type: none">• Removing incentives for at-risk behaviors• Creating incentives for healthy behaviors• Increasing situational awareness | <ul style="list-style-type: none">• Remedial action• Punitive action |
| Console | Coach | Punish |

C-AD Just Culture Algorithm



Picture of the Week – There is Nothing Like a Relaxing Bike Ride

- Behavior is intentional but the consequences will not be
- Are there laws against barefoot driving? Some states have laws against barefoot driving of motorcycles but not cars

