



Authors / key influencers of Safety Differently

- **Erik Hollnagel:** Safety 1 and Safety 2. (<http://erikhollnagel.com/>)
- **Sidney Dekker:** Safety Differently (and many more). (<http://sidneydekker.com/>)
- **Todd Conklin:** Pre-Accident Investigations (plus podcast of same name)

Main Differences between Safety 1 and Safety 2

Safety 1 - Traditional Safety	Safety 2 - Safety Differently
Safety comes from the top down	Safety arises from the bottom up (workers)
Workers are a safety problem to be managed	Workers are the solution to safety problems
Focus on improving worker behavior	Focus on improving workplace culture
Safety is the absence of accidents / injuries	Safety is the presence of capacities
We should track what goes wrong	We should explore why things go right
Quest for zero incidents - fail safe!	Failures will occur - so we should fail safely!



What do you see in the image?

- If you see a worker engaged in a crazy, reckless act... you will focus on **fixing the worker** (shaming, blaming, re-training, firing)
- If you see a worker trying to do her job, under difficult conditions, without the right tools to do it, and unable to ask for what she needs ... you will focus on **fixing the workplace**.
- **Safety Differently** teaches us to look first at the workplace - simply firing the worker doesn't fix the underlying cultural / systemic problems that led to the incident or near-miss.



Activity: RANK THE FOLLOWING FROM MOST TO LEAST EFFECTIVE (1=MOST EFFECTIVE, 10=LEAST)

YOUR ANSWERS	ACTUAL ANSWERS*
<input type="checkbox"/> Emergency Response Planning	
<input type="checkbox"/> Record-keeping and incident analysis	
<input type="checkbox"/> Frequent site inspections	
<input type="checkbox"/> Pre-project safety briefings	
<input type="checkbox"/> Written risk management plan	
<input type="checkbox"/> Upper management support	
<input type="checkbox"/> Sub-contractor selection/management	
<input type="checkbox"/> Employee involvement in safety / evals	
<input type="checkbox"/> Safety committees	
<input type="checkbox"/> Safety manager on site	

* Hallowell and Gambatese study, 2009

Action Steps

1. **Evaluate** your program through a Safety 2 lens
2. **Identify** positive capacities that apply to your program
3. **Ask** your front-line staff what they need to better manage risks, and bring that to the leadership team