7 MINUTE Safety Trainer
Behavior-Based Safety

Facts About Behavior-Based Safety

- Behavior-based safety helps determine why at-risk behavior occurs on the job and the steps necessary to change at-risk behavior into safe behavior.

- This method uses observation and feedback to encourage and reinforce safe behavior.

- Behaviors selected for observation must be:

  — Observable (can be seen or heard)

  — Reliable (seen the same way by two or more people)

  — Something over which an employee has control

  — Described in a positive way (what should be done, not what shouldn't be done).

- Behavior-based safety observations must be objective—that is, based on what you actually see a person doing, not on opinions or interpretations about a coworker's performance.

- When you give coworkers feedback about safe behavior:

  — Be specific about what you observed.

  — Deliver feedback on performance immediately after or as soon after the behavior as possible.

  — Identify the person or group to whom you're giving the feedback by name.

- When you observe a coworker engaging in unsafe behavior, you must give corrective feedback—never ignore unsafe behavior that could result in an accident.

- Corrective feedback is giving information on what a coworker is doing incorrectly and also providing information for improvement.

- When giving corrective feedback:

  — Be specific and focus on the correct behavior only—don't discuss other behaviors.

  — Be objective and talk about the behavior, not the person.

  — Describe the safe behavior, and make sure coworkers understand why this behavior is important to their safety.