WHERE’S THE SAFETY?

- Include tools beyond just information and skills
  - Not a “data dump”
  - Engages the trainee
  - “Success” = Buy in

- It’s ALL about safety!
  - Builds teamwork
  - Creates confidence
  - Develops creative problem solving and independent thinking
YOUR TRAINING TOOLS

• Ice Breakers
• Team Building Exercises
• Midday Energizers
• Skill Building and Reinforcements
• Knowledge Verification
• Message Point Boosters
ICE BREAKERS
ICE BREAKERS

- Allows participants to introduce themselves to each other
  - Lowers barriers
- Leads into the topic matter
- More likely to generate new ideas
- Raffle with tickets for positive behaviors
NAME GAME

• Group Introductions
• Fun for larger 20+ person groups
• Takes 10-15 minutes
• First person states their name
• Second person states the first person’s name and their own name
• Third person states the first and second persons’ names and adds their name to the end
• Go through the entire group
• Group Introduction
• Say your name using two or three adjectives that begin with the same first letter of your name
• Meghan Meddles with Maniac Monkeys!
TRUE FALSE

- One person gives three facts about themselves
- One of those “facts” is false
- Teams or group tries to guess which is the false fact
PERSONAL INVENTORY

• Two-person exercise
• Have each person ask a predetermined set of questions
• 5-10 items
• Where did you go to High School?
• What is your favorite food?
• Then the interviewer introduces the other person to the group using their answers
TEAM BUILDING
TEAM BUILDING

• Used to improve relationships within the group
  • Established work groups
• Identification of conflict or problems between parties may be an outcome
  • Easier than not identifying the problem
• Should allow participants to relax and be themselves
• Requires a thorough debriefing
• Can use the Knowledge Verification games in team format
• Small group that knows each other
• One talks about a bad experience they had with the other person
• One then describes the same situation but only describes the positive aspects of the situation
• The other person helps explore the silver linings of the shared experience
• Switch roles
WHICH ONE AM I?

• Pick a theme
• Have participants write one item that fits with the theme on nametags
• Get up and walk around
• Put the name tag on another person’s back
• Stand everyone in a circle
• One person enters the circle and asks Yes or No questions about the item on their name tag
• Pick a theme
• Have groups design and draw the flag
• Vote whose was the best
• Can be done with
  • Safety vision
  • Company value or quality statement
MID-DAY ENERGIZERS
MID-DAY ENERGIZERS

- Use whenever you are losing the group
- Designed to get blood pumping and wake people up
- Can be used to relieve tension in the group
- Useful to get the group focused after lunch or a long break
OPTICAL ILLUSIONS

• Which horizontal line is longer?
• Which do you see first?
VISUAL BRAIN TEASERS

• Solo or Teams
• Projected on screen during breaks
• Helps develop “outside-the-box” thinking/problems solving
• Points can be awarded for correct answers/participation
• Correct answers placed into a box, winner drawn
VISUAL BRAIN TEASERS

RAEG

REVERSE GEAR
VISUAL BRAIN TEASERS

SIDEWAYS GLANCE

GLANCE
VISUAL BRAIN TEASERS

AFTER ME
AFTER ME

REPEAT AFTER ME
NARRATIVE BRAIN TEASERS

• Solo or Teams
• Written Test or Group Exercise
• Helps develop critical thinking and focus on known facts
• Illustrates thought bias or patterns
• Emphasises detail in instructions
• Introductory exercise – Root Cause Analysis, JSA Development, Problem Solving
“Some months have 30 days, some have 31. How many months have 28 days?”

Answer – ALL OF THEM
“If you had only one match and entered a dark room where there was an oil lamp, an oil heater, and some kindling wood, which would you light first?”

Answer – THE MATCH!
“How many animals of each species did Moses take on the Ark?”

Answer – ZERO, Noah built the ark!
MID-DAY ENERGIZERS

- Stretches, Deep Breathing, Hand Clapping
- Tell the person next to you what you’re doing on the weekend
- Group Questions:
  - “What was the first concert you attended and when?”
  - “Who makes the best burgers?”
  - “If you could have dinner with just one person from the past, who would it be?”
SKILL BUILDING
REINFORCEMENT
SKILL BUILDING / REINFORCEMENT

• Learn by doing, not just lecture
  • Lock-Out, Tag-Out, Try-Out
  • First Aid
    • Bandages
    • Splints
    • Blood Borne Pathogens (Glove Removal)
• Wearing fall protection harnesses
• Practice in real environment
• Watch someone do it WRONG!
  • Review the errors with team
MEMORY GAMES – MANY ITEMS / MISSING ITEM

Many Items:
• Have a tray or slide with 15+ items
• Show the group for 10-15 seconds
• Hide the tray/slide
• Ask the group to write down how many items they remember seeing on the tray/slide

Missing Item:
• Have a tray with more than 5 items
• Have participants look at the tray for 15 seconds
• Take one item away
• Let the group discuss what was taken away
MEMORY GAMES – STORY TELLING

• Each person in the group adds a sentence of their choosing to a group story
• Can be a work related story or have a specific topic
• “One day Billy walked into the woods
• On his way there, he met a fox”…etc.
MEMORY GAMES – LIST HOW MANY OF “X”

• Have a group list how many items they can think of that fit in a category
• How many dog breeds can you name?
• How many Confined Space items can you name?
• Recognition for the longest list
PROBLEM SOLVING

• What would you do if.....?
  • Ask a question about a problem you want answered
  • Collect all of the papers
  • Pass them back out to each group
  • One of each person of the group
  • Have the group give solutions to each paper
  • Discuss as a group
LISTENING SKILLS – STOP LISTENING

• Half the group leaves the room
• Have them tell their partner what they did that morning when they come back
• The half that remains are given instructions to initially listen to the story, then get bored and ignore them
• Discuss how it felt to be ignored
WRITE YOUR OWN SAFETY RULES

• Team is given a task or plant area to review
• Create safety rules in their own words
  • “Wear your safety glasses because it’s dusty in there.
  • Watch out for trucks, those guys will run you over!”
• Create rules based on experience, the hazards present and may not be an existing “rule”
KNOWLEDGE VERIFICATION
NEXT STEP?

- Solo or Team exercise
- Often a question and answer exercise
- Written tests with scenarios
  - “You find your buddy laying in water, passed out…what do you do?”
- Scenarios build on each other
  - What next?
- Trainees may grade or evaluate one another, coupled with guidance
TRAINING GAMES

• Jeopardy
• Eggheads
• Family Feud
• Catch Phrase
• Safety Pays Pyramid
• Hazard Recognition Training
KNOWLEDGE / VERIFICATION

- Tests
- Self-assessments
- Solicit feedback
- Pre-Job briefing
- Mini-JSA
- Practical demonstrations
- Hands-on training
- Benchmarking
SKITS
SKITS

• Mock OSHA or MSHA inspection
• Having a Safety Conversation
• Good vs. Evil
• Can grab willing participants from audience
• Discuss what went wrong or right!
• Much more enjoyable when upper Management participates
MESSAGE POINT
BOOSTERS
CONCENTRATION AND COMMUNICATION

- Blind folded paper folding
- Group follows instructions
  - Impromptu
  - Scripted
- Repeated but shown desired outcome
- Multiple lessons can be applied
EFFECTS OF BECOMING INJURED

- Blindfold Wheelchair Race
- Download feedback from persons on team
- Behind the back feeding
- Blindfold toothbrushing
WALK THE GAUNTLET

- Texting while
- Walking
- Holding a glass of water
- While stress balls are thrown at you
DISTRACTED DRIVING

• Loaded haul truck
• Over radio
• Observer respond to text message
• Tell driver to stop
USE ALL OF YOUR TOOLS

- Different people learn in different ways
- Different approaches helps to ensure your message is heard
- Don’t be afraid to be silly
- Have some fun along the way
- Wrap up with reiteration of your main message or lesson objective
THANK YOU!

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