

# ATTITUDES

What About ME?

# Types of Attitudes

- Safety conscious
- Questioning (good or bad)
- Strict Obedience
- Selfish
- Indifference
- I don't care
- It's not my job
- It's the company's safety program
- Rebellious

# The Good, The Bad and The Ugly

- Good
  - Safety minded
  - Inquisitive
  - Watchful
    - Their actions
    - Other workers
    - Surroundings in general

# The Good, The Bad and The Ugly

- Bad
  - Selfish
  - Disconcerting/Indifference
  - Unsafe
  - Careless
  - It's not my job

# The Good, The Bad and The Ugly

- Ugly
  - Reckless
  - Rule Breaking
  - Unsafe
  - Rebellious
  - Defiant
  - I don't care
  - It's the company's (or safety man's) safety program, let them do it

# Employer Responsibilities

- Clearly COMMUNICATE what is expected from employees
- Have set rules
- Have a disciplinary policy
- Have responsibilities assigned
- Enforce disciplinary policy fairly to all employees
- Terminate unsafe employees who refuse to change
- Have goals and objectives (obtainable)
- Have a written plan on how to achieve those goals and objectives
- Provide training for ALL personnel

# Management Responsibilities

- COMMUNICATE
- SUPPORT the safety program - TOTALLY
- Enforce disciplinary policy fairly to all employees
- Terminate unsafe employees
- Provide a safe and healthful work environment
- Ensure safety equipment is available
- Ensure correct tools and equipment are available
- Listen to employee
- Include employees in the safety program (all aspects – i.e. policy decisions, allocation of resources, training, hazard prevention and control, planning activities, evaluation of safety and health performance of coworkers, etc.)

# Supervisor Responsibilities

- COMMUNICATE
- SUPERVISE their personnel
- Assign new workers with “old” hands until they are ready to work alone  
(if that can't be done, then CONSTANTLY watch new employees)
- Enforce safety rules and policies – ALL of them
- Don't let any worker “get away” with ANY infraction
- Ensure the right tools are on site
- Ensure employees are trained for the job

# Employee Responsibilities

- COMMUNICATE with supervisor and management
- Work safely – Keep from getting blew eyes
- Keep an eye on co-workers
- Stop any part of the job if it is unsafe and report it to the supervisor
- REFUSE to do a job if it is unsafe
- Use the right tool for the job
- Report all accidents, near hits, concerns immediately to the supervisor

# Effects of Bad Attitudes

- Fights
- High injury rates
- Arguments
- Lack of production
- Possibly fines from OSHA
- Job being shut down
- Higher W/C insurance rates
- Lost customers
- Lost orders

# What Affects Attitudes?

- Ultimately – the individual
- Management
- Supervisors
- Co-workers
- Spouses
- Finances
- Work Environment
- Alcohol
- Drugs
- Children
- Illness

# What Can Help Attitudes?

- Ultimately – the individual
- Showing you care about the employee
- Showing appreciation for work accomplished
- **COMMUNICATION** – both up and down the chain
- Termination of “bad attitude” employees when they won’t change their attitude

THE END

(you can all breathe a sigh of relief)

Have a SAFE and GREAT day