



RailSafety Summit

2017



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Learning Partners Limited



Putting the ‘Personal’ into Personal Safety



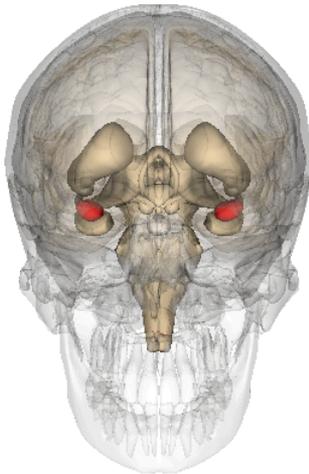


Taking Personal Responsibility
Making Safety a Habit
Developing a Safety Culture

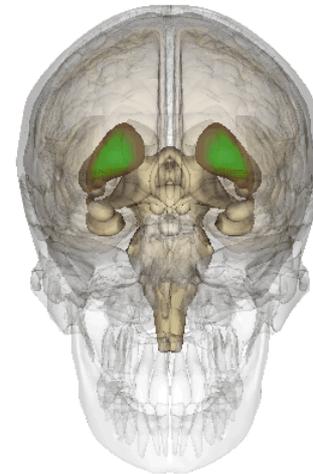




The Fear and Reward Systems



e-motion



Fear System - Amygdalae



Fear... ...Worry
Anger... ...Irritation
Disgust... ...Sarcasm
Sadness... ...Upset
Shame... ...Embarrassment

Reward System – Ventral Striatum



Trust... ...Love
Excitement... ...Joy

Perception, reasoning, logic, thinking



John O'Connell - Head of HSE





Balancing Risk and Safety





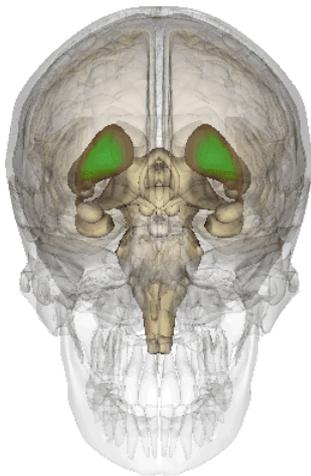
Your Personal Reasons for Safety

Think of a recent situation in which you were responsible for your own safety. Bring it to mind now.

1. What was **important** to you about keeping yourself safe?
2. What did you want to **avoid** or **prevent** by keeping yourself safe?



Developing Psychological Safety



Self

Personal Responsibility

Clear Roles

Understand Risks

Empathy

Others

Trust in Colleagues

Support and Challenge

Feedback

Problem Solving



Trust... ...Love
Excitement... ...Joy



Making Safety Make Sense

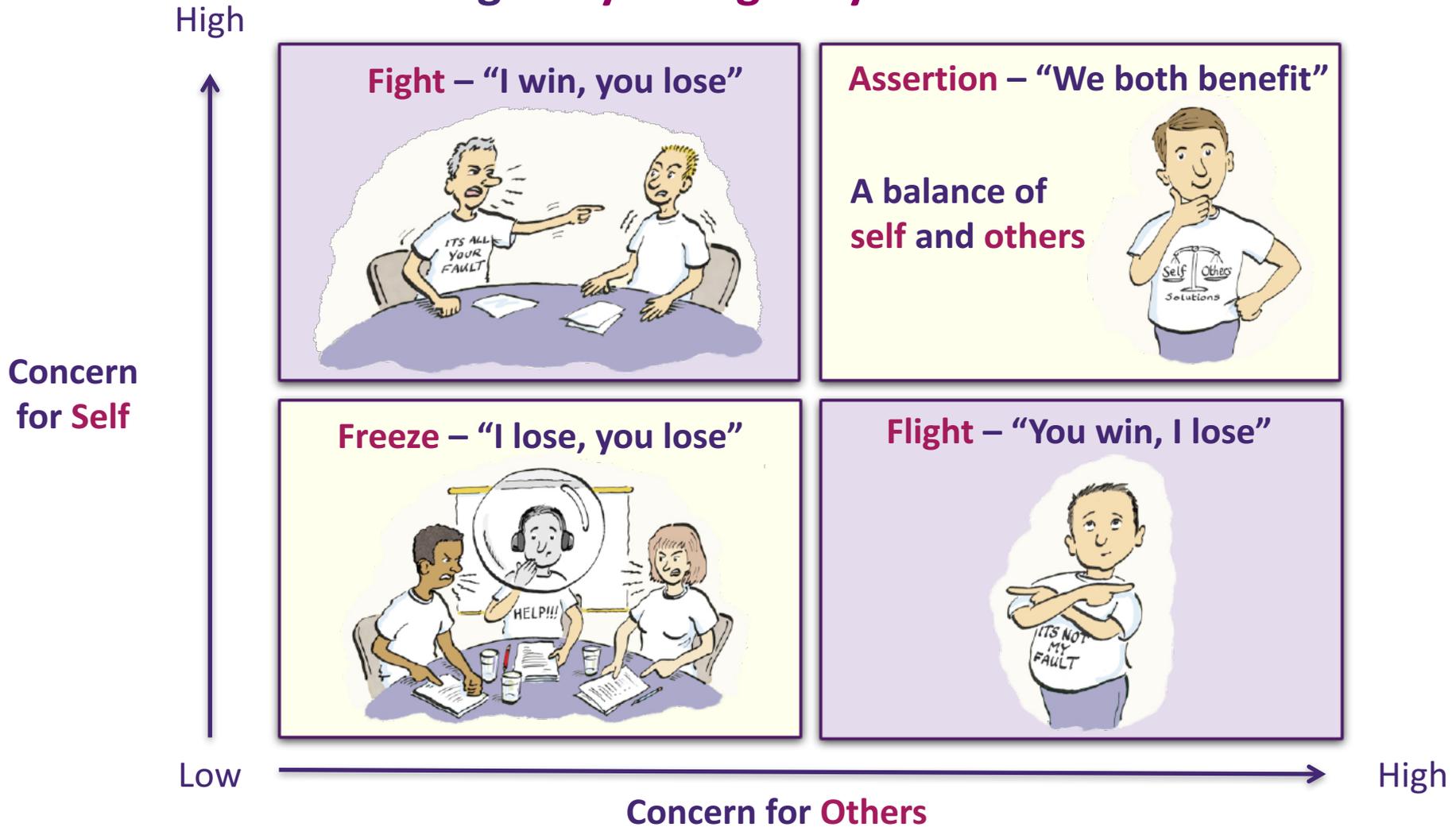
Think about a rule you've come across that:

- you didn't agree with
- you thought was ridiculous
- you couldn't see the value of.

1. How did you feel about it?
2. What did you do?



Creating a Psychologically Safe Culture





Summary

Making Safety a Personal Habit

- **Consult people** involved about practicalities
- Do the risk analysis to **understand the risks**
- Engage people with **their own reasons for safety**.

Developing a Safety Culture – Psychological Safety

- **Be authentic** – actions match the safety messages
- **Avoid blame** – look for solutions instead
- **Reward** the safety behaviours you want to see.