

Pre-Job Brief Habit Mastery Part 2!

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Walk Away With These

Outcomes and Insights

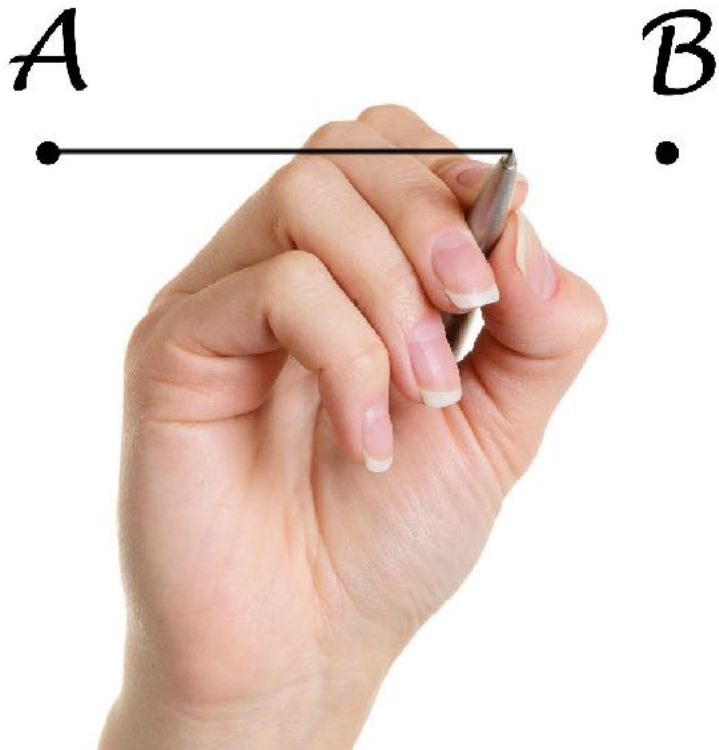
Understand how to work with your brain

A new definition for complacency.

Embrace the power of discussion as a safety tool

Identify new practice that will take your pre-job briefing or team interactions to the next level.





How We'll Do That

Our Agenda

- The Neuroscience of Habit
- The Role Of Discussion
- Creating a Habit Action Plan
- Troubleshooting
- Start The Habit Challenge







Guidebook



Sharon Lipinski Habit Super Hero

Guinness World Record Holder

Author of 365 Ways to Live Generously

Certified Gamification for Training Developer

Certified Cognitive Behavior Therapist for Insomnia

Professional Safety Journal, Incident Prevention, EHS Today



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KNOWLEDGE, WILLPOWER AND MOTIVATION ARE NOT ENOUGH





QUOTABLE

“You can know all the right things to do, but if you’re tired, hungry, stressed out, or busy, your brain might follow the path of least resistance.”

SHARON LIPINSKI

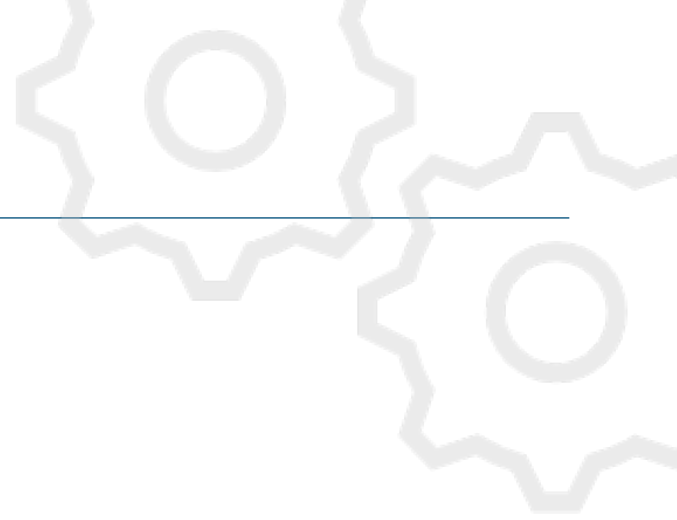
A 3D rendering of a wall made of yellow building blocks. The word "habits" is cut out of the center of the wall, revealing a dark background behind the letters. Several blocks are scattered on the ground in front of the wall.

habits

QUOTABLE

“The reality of your daily life is the results of your habits. Make a habit of thoughts, beliefs, behaviors that serve your purposes.”

SHARON LIPINSKI

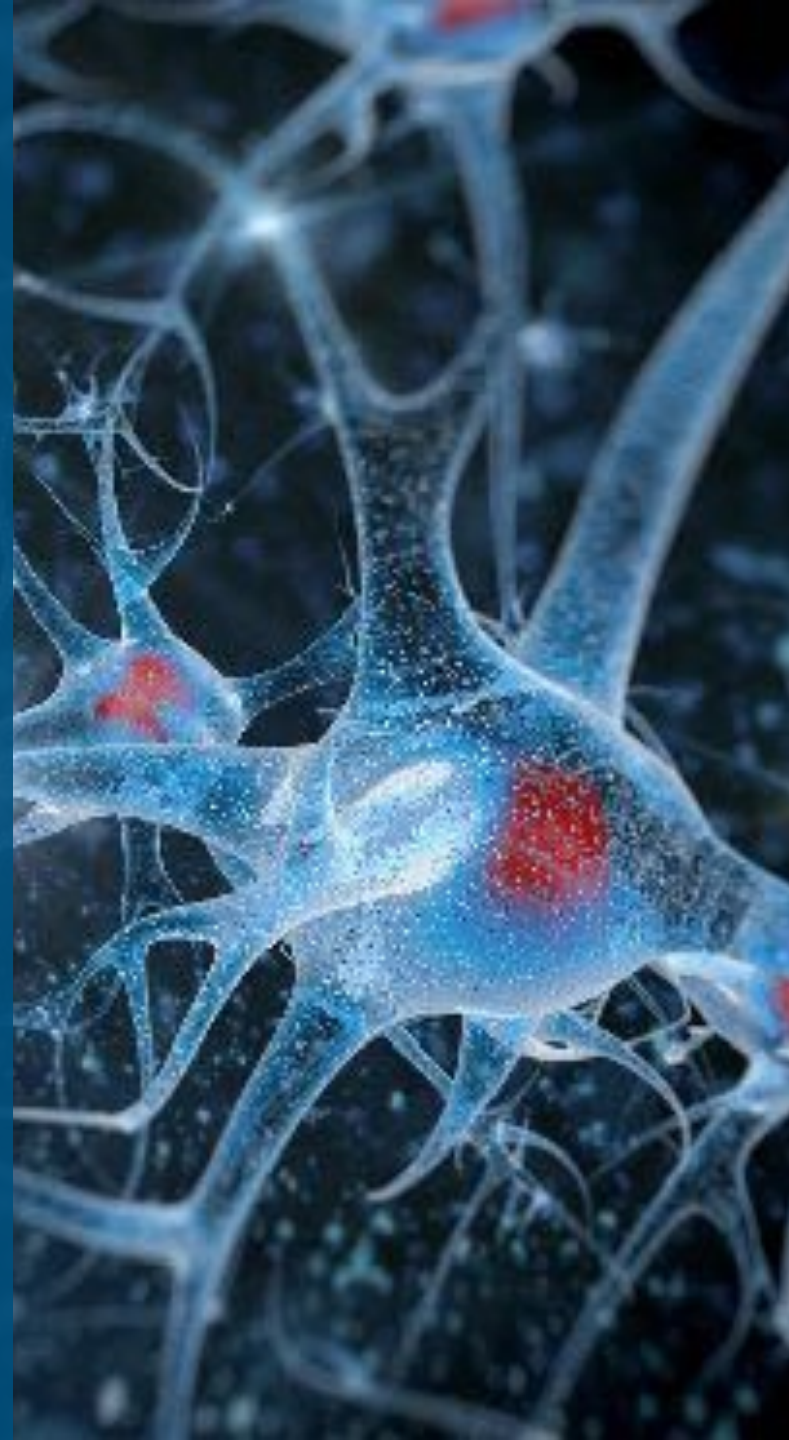


TRAINING IS NOT ENOUGH

What Is A Habit?

Neurology of Habit

It's not what you think...





A Valuable Resource

Prefrontal Cortex Involved In...

Decision making

Planning ahead

Focusing thoughts

Paying attention

Learning

Considering several different yet related lines of thinking

Evaluating the future consequences of current activities

Moderating your own social behavior

Working toward a defined goal

Predicting outcomes

Interpreting social cues

Determining good and bad, better and best.

Retaining information while performing a task

Determining what information is relevant to the task in progress

Keeping the objective of the task in mind at the same time.



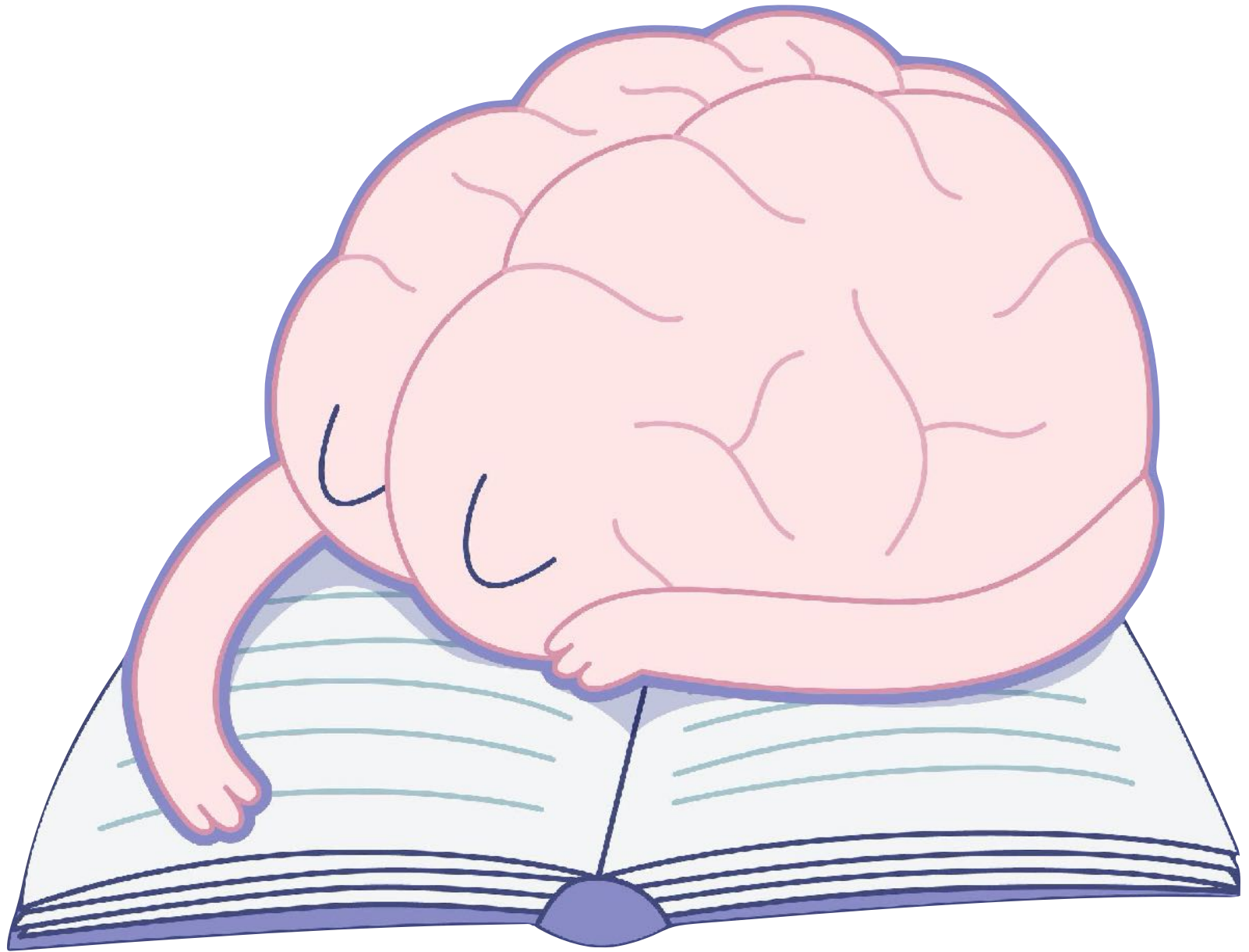




**REPETITION
IS THE MOTHER OF HABIT.**







A Double Edged Sword

The Good And Bad

Rapid Learning

Frees Up Cognitive Energy

Increases Productivity

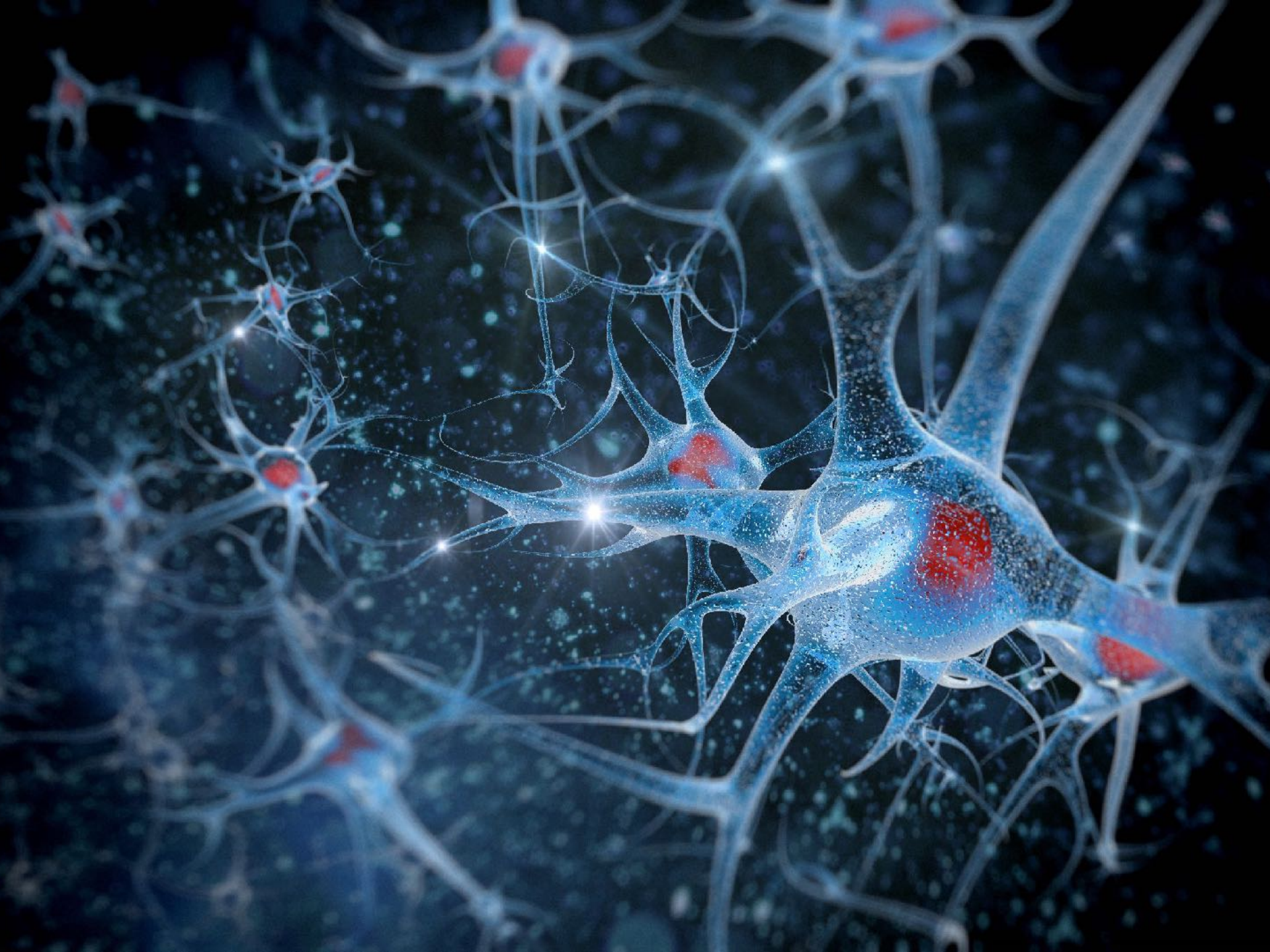
BUT...

Lose active engagement of the
Prefrontal Cortex

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**YOU ARE NOT
YOUR NEURAL PATHWAYS**



How long does it take to create a habit?



You Already Know...

Factors In How Long

Motivation

Pleasure

Complexity

Existing neural pathway

Frequency

Support



GOOD NEWS!!!

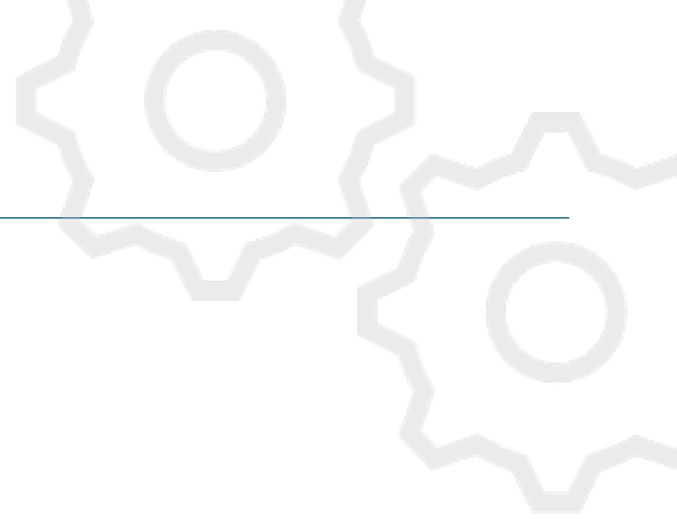
If you can create a bad habit, you
can create a good habit.



The Role of Discussion



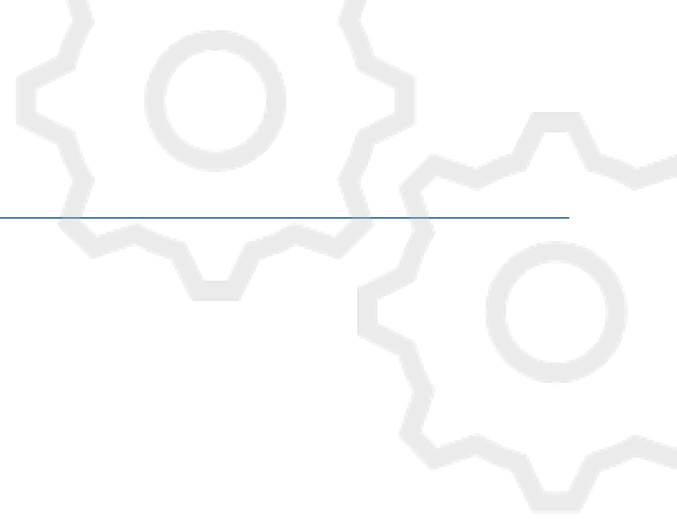
REPETITION
IS THE MOTHER OF HABIT.








STRESS, FATIGUE, RUSHING
MAKE THIS DYNAMIC WORSE!





Complacency is a state of decreased external awareness and reduced sensitivity to hazards caused by the brain's ability to activate neural pathways that require less PFC activity.



A Powerful Strategy
It Works On...

Self

Others



A Few Tips

Asking Better Questions

1. Open Ended

- Are you drinking enough water?
- When is the last time you hydrated?

2. Don't Make People Admit They Don't Know

- Do you understand?
- Can you repeat that back to me?

3. Unexpected

- Break the routine

4. Clear Next Steps

- Am I feeling rushed?
- Are we following the plan?
- Has the scope changed?
- Yes. Now what?

5. When Versus If

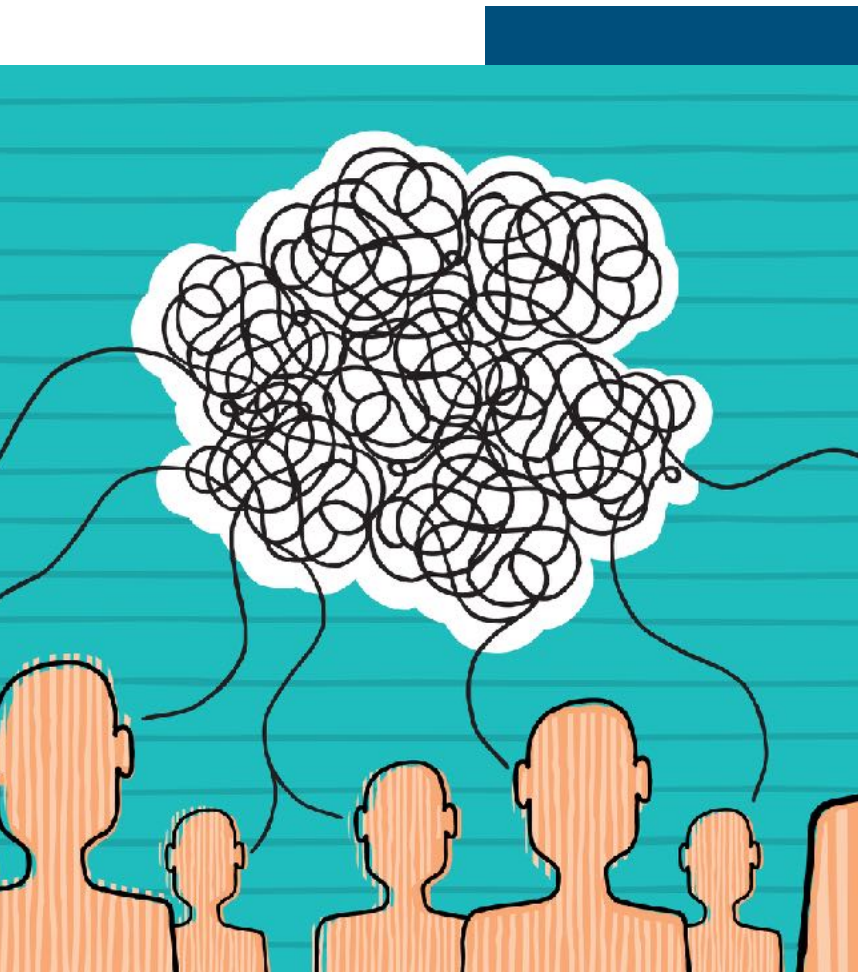
- Make risk tangible and real
- Instead of, "If that drops" => "When that drops."



A Special Category

Searching Questions

Intentionally look for errors and potential problems.



Let's Talk About It...

Discussion Groups

What questions do you like?

When do you use them?



Key Times

When Do I Do A Pre-Job Brief?

1. When To Complete a Job Brief

- A job brief is required for all tasks, no matter the risk level, complexity, routine or otherwise, and whether the works is being done with a crew or by a lone worker prior to starting work on the task.
- May need to revisit during the course of the work if there are changes to scope or risk.
- Lone worker is not required to “document” the job briefing.

EXCEPTIONS

1. Lone Workers in New Brunswick

- Complete a Pre-Job Brief Form

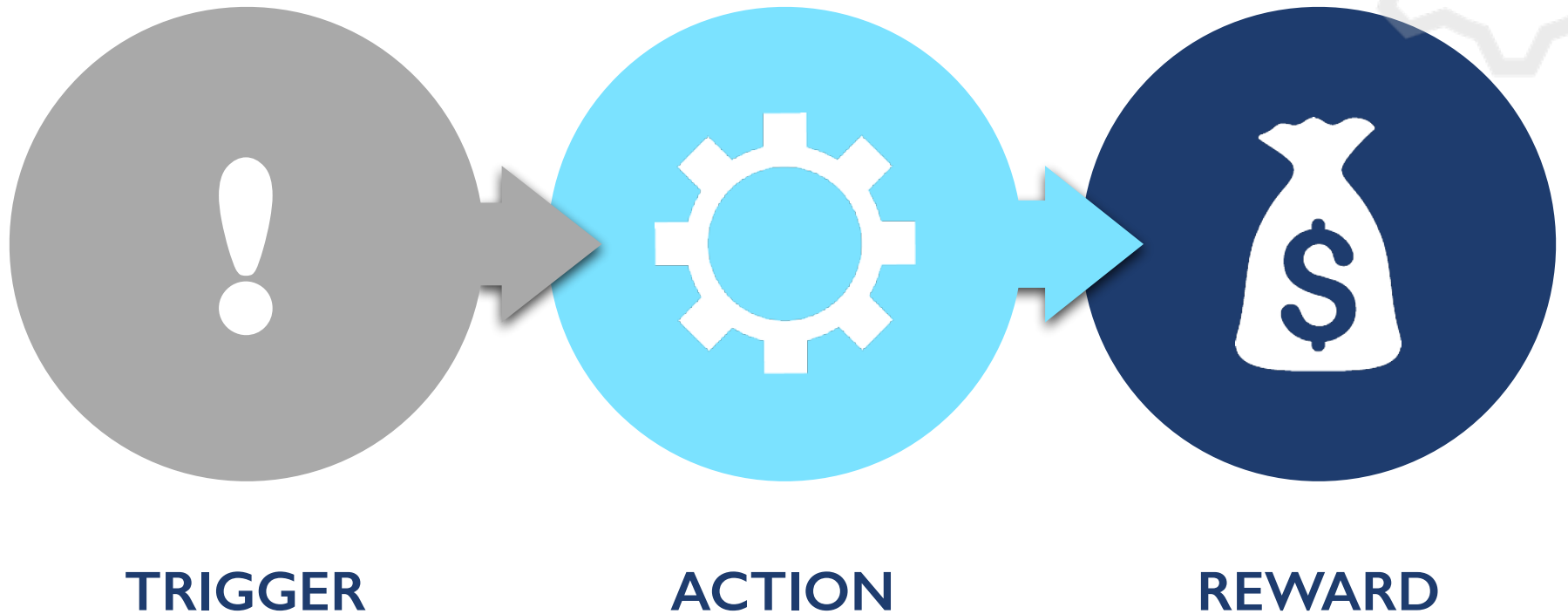
2. Lone Workers in the West Region

- Lone workers are encouraged to use the FSRA app (Field Safety Risk Assessment)
- 1 FSRA for the day if you are doing routine/nominal tasks all day,
- Complete an additional FSRA if you shift to doing something out of scope and/or has an elevation in risk level.
- Should take less than 5 minutes to complete an FSRA.



Creating a Habit Action Plan

It All Starts Here
The Anatomy of a Habit

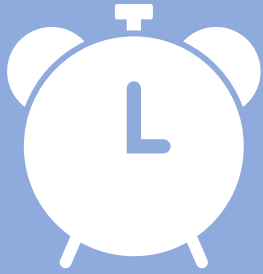


A Little
More About **Triggers**



TRIGGER

A Little More About Triggers



WAKE UP



BRUSH TEETH



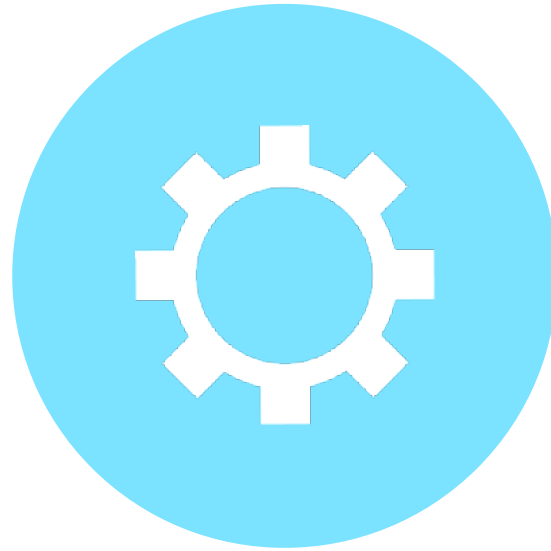
SHOWER



GET DRESSED

A Little
More About **Actions**

- 1 Simple
- 2 Specific
- 3 Attainable



ACTION

A Little More About Rewards

- 1 Cheap
- 2 Easy
- 3 Healthy
- 4 At The End Of The Action



REWARD

A Few Examples

4 Types of Rewards

Physical- Movement	Physical- Reaction	Emotional	Social
★ FIST PUMP	★ COFFEE /TEA	★ TO-DO LIST	★ FACEBOOK
★ CHEST BUMP	★ GATORADE	★ SONG	★ FORUM
★ CLAP/SNAP	★ CANDY	★ ROCKY THEME	★ CALL A FRIEND
★ END ZONE DANCE	★ MINT	★ GRATITUDE	★ TEXT FAMILY MEMBER
★ JUMP/FREE THROW	★ GUM	★ MANTRA	★ HANDSHAKE
★ PAT ON BACK	★ LUNCH	★ PIC OF FAMILY	★ HI-FIVE
★ SALUTE	★ SNACK	★ HEAR CROWD	★ FIST BUMP
★ SELF HI-FIVE	★ BRUSH TEETH	★ RING A BELL	★ THUMBS UP

Know Your Why

What Are Your Most Important Roles?

Parent	Spouse	Sibling	Offspring
Friend	Neighbor	Volunteer	Place of Worship
Energy Provider	Co-Worker	Manager	Team Leader

Know Your Why

What Are Your Most Important Values?

Faith	Family	Community	Service
Adventure	Travel	Spontaneity	Creativity
Stability	Independence	Security	Success
Humor	Honesty	Integrity	Kindness
Respect	Justice	Accountability	Loyalty
Education	Learning	Connection	Growth
Courage	Curiosity	Reason	Tolerance



Let's Talk About It...

Discussion Groups

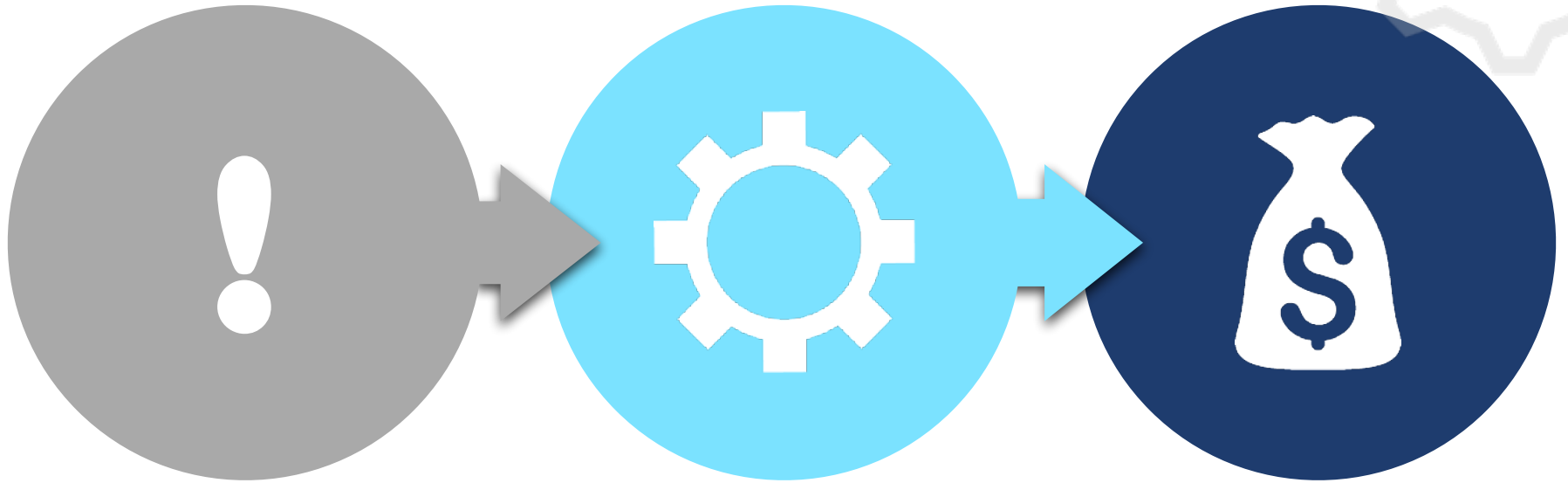
How does having more conversations during your pre-job brief help you lead your team?

How does a pre-job brief keep you safer on the job?



An Example

Complete Pre-Job Brief Form

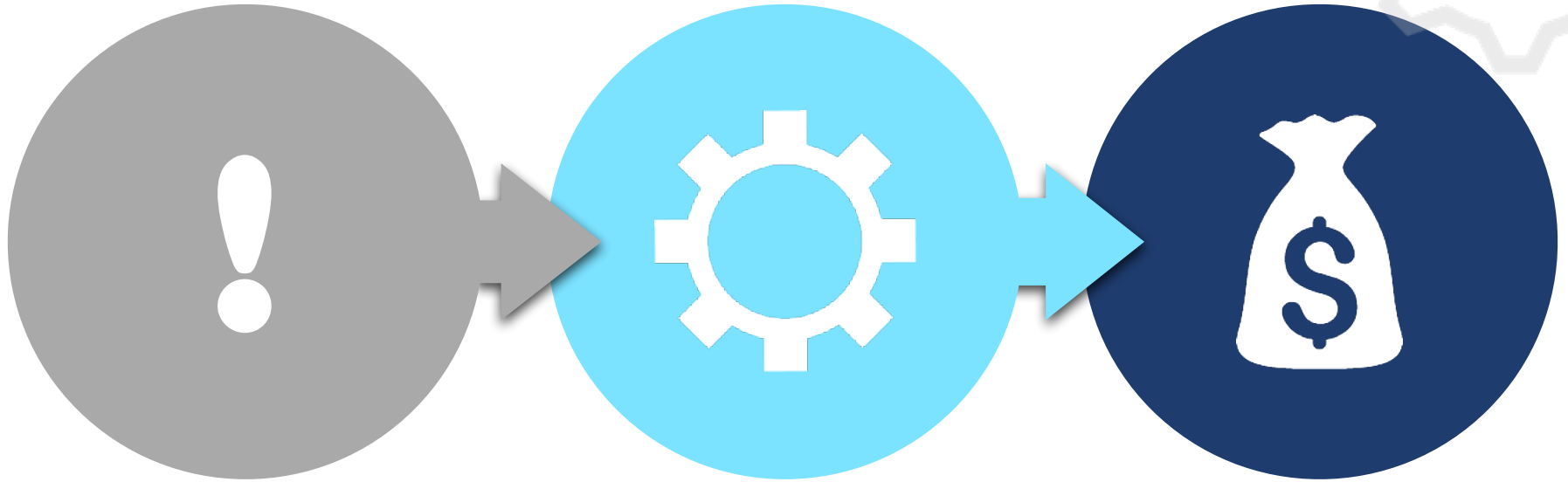


**MORNING
MEETING**

**COMPLETE
PRE-JOB BRIEF**

**PICTURE
OF FAMILY**

An Example
Change In Scope



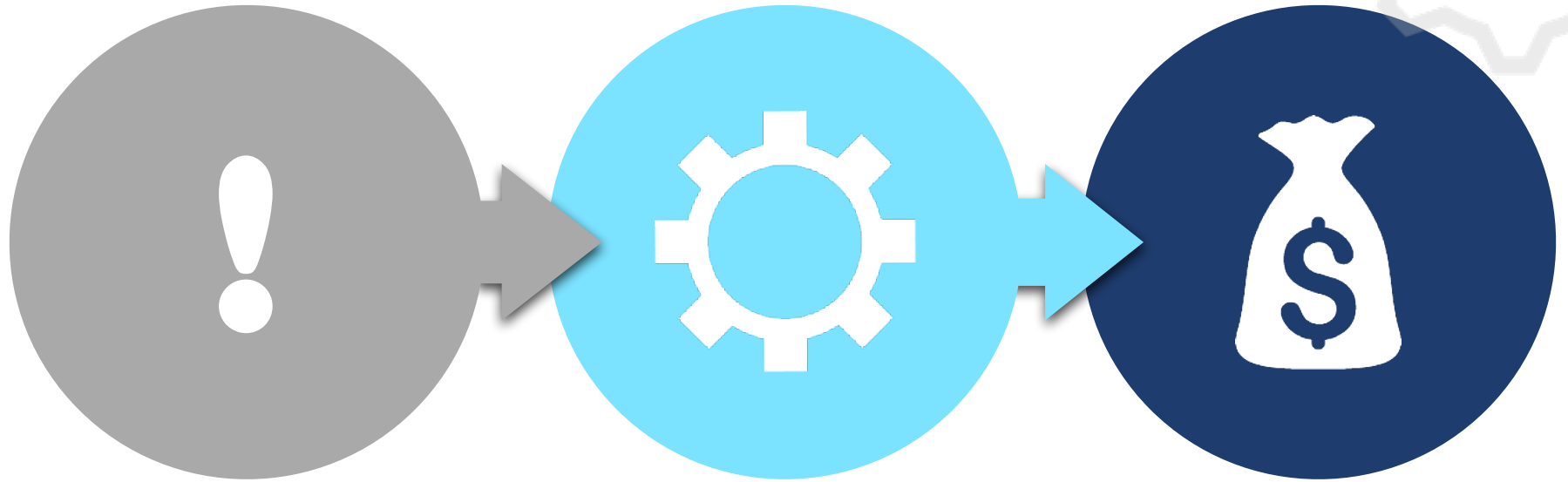
**I WASN'T
PLANNING ON
DOING THIS TODAY**

**COMPLETE
ANOTHER
JOB BRIEF FORM**

SALUTE

An Example

Specific Question During Pre-Job Brief

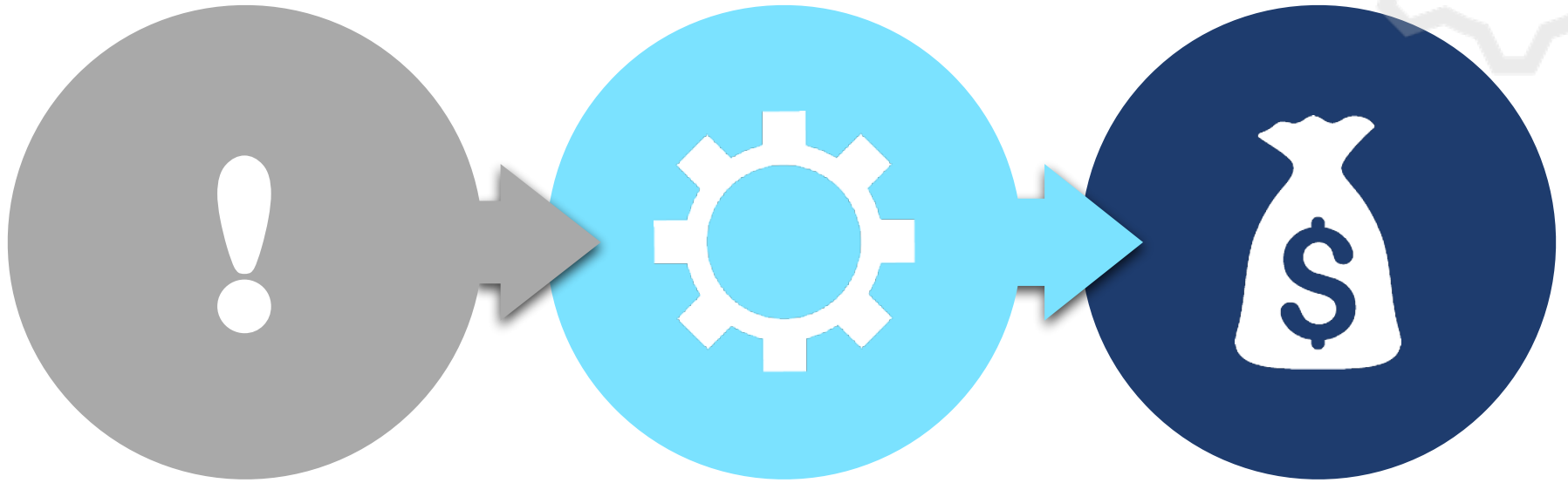


STARTING BRIEF

**WHAT HAZARDS
DO WE NEED
TO CONTROL FOR?**

TAP PEN

An Example
Involve More People



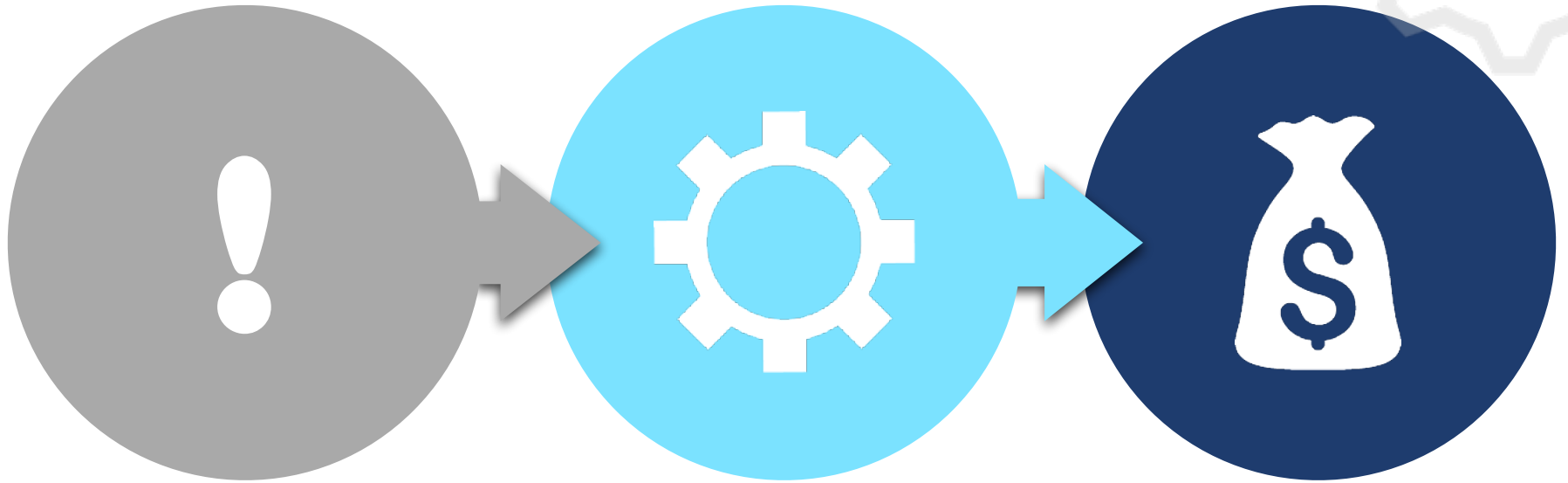
**TOPICS OF
DISCUSSION**

**WHAT'S ANOTHER
WAY WE COULD
APPROACH THIS?**

COFFEE

An Example

Check For Understanding



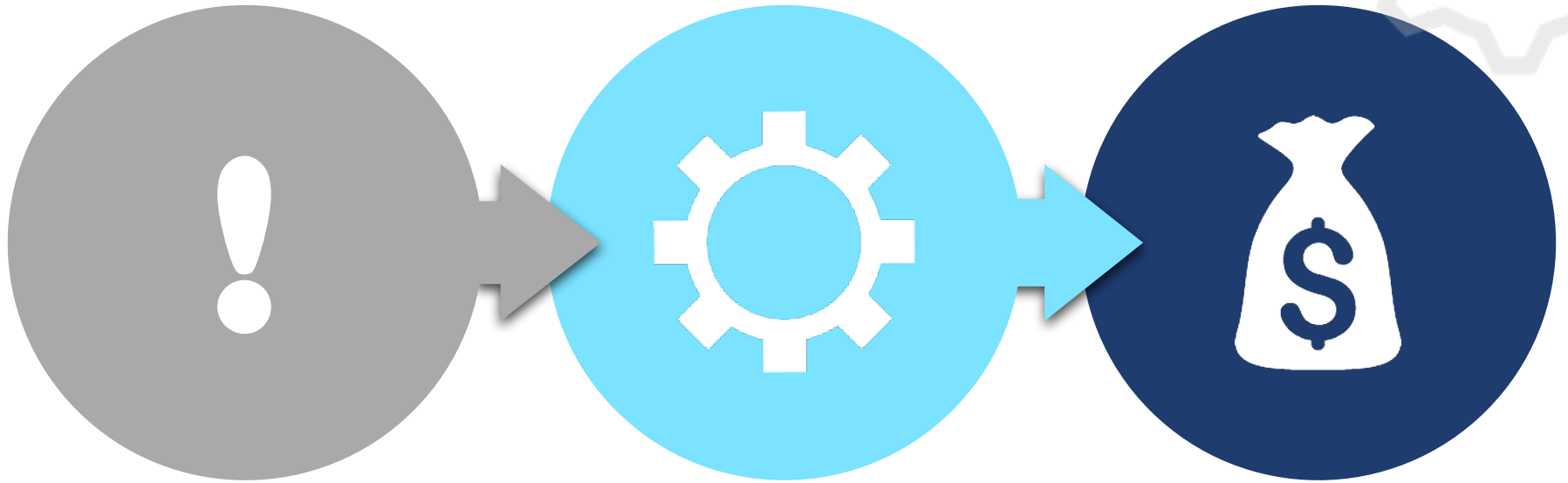
**ASSIGNING
TASK**

**REPEAT BACK
TO ME**

**ATTA
BOY**

An Example

Develop The Pre-Job Brief Skill

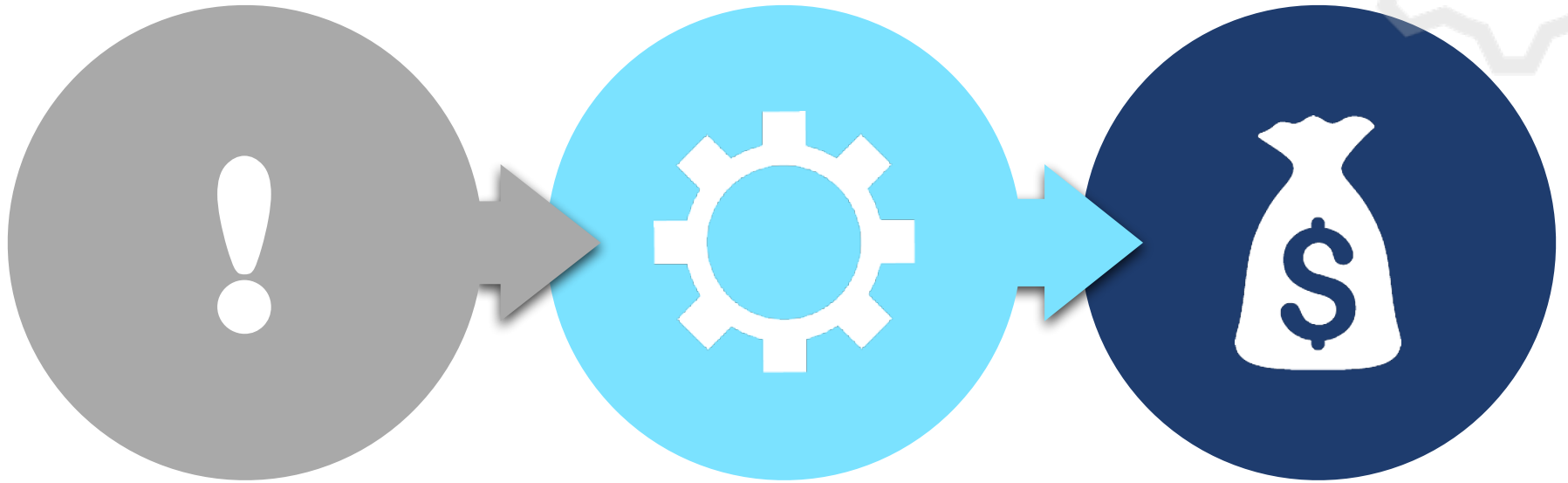


ARRIVE

**I WANT YOU
TO LEAD THE
PRE-JOB BRIEF TODAY**

**TEAM WORK
MAKES THE
DREAM WORK**

An Example
One-On-One



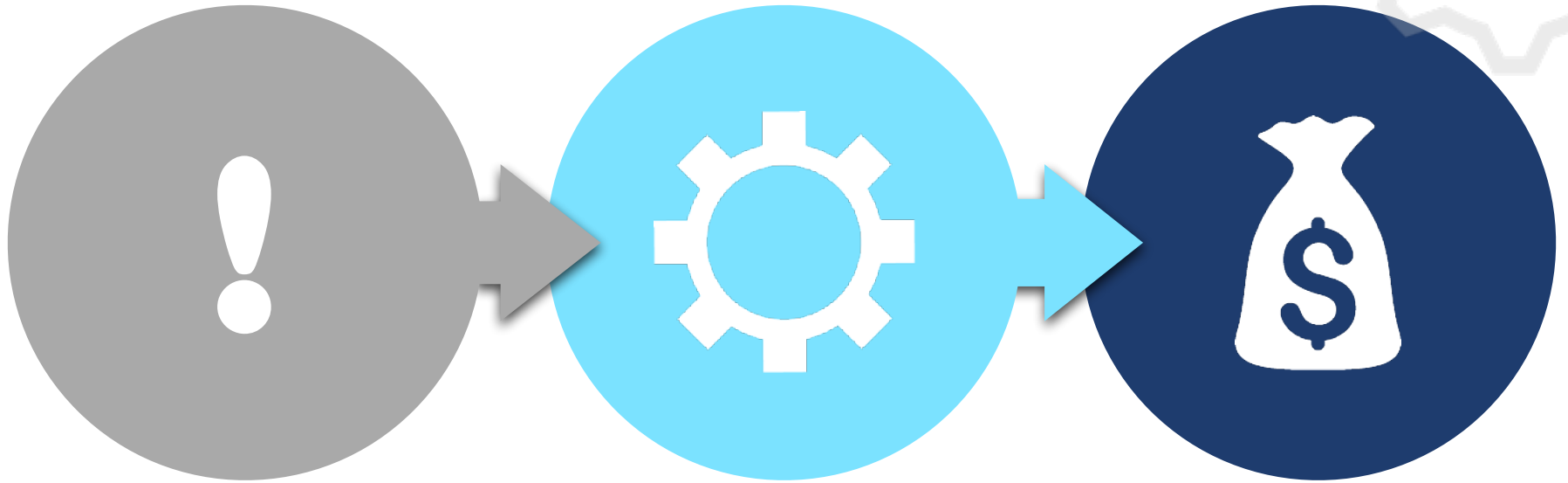
**WAITING FOR
CREW TO GATHER**

HOW ARE YOU?

FIST BUMP

An Example

Assign Visitor Responsibility

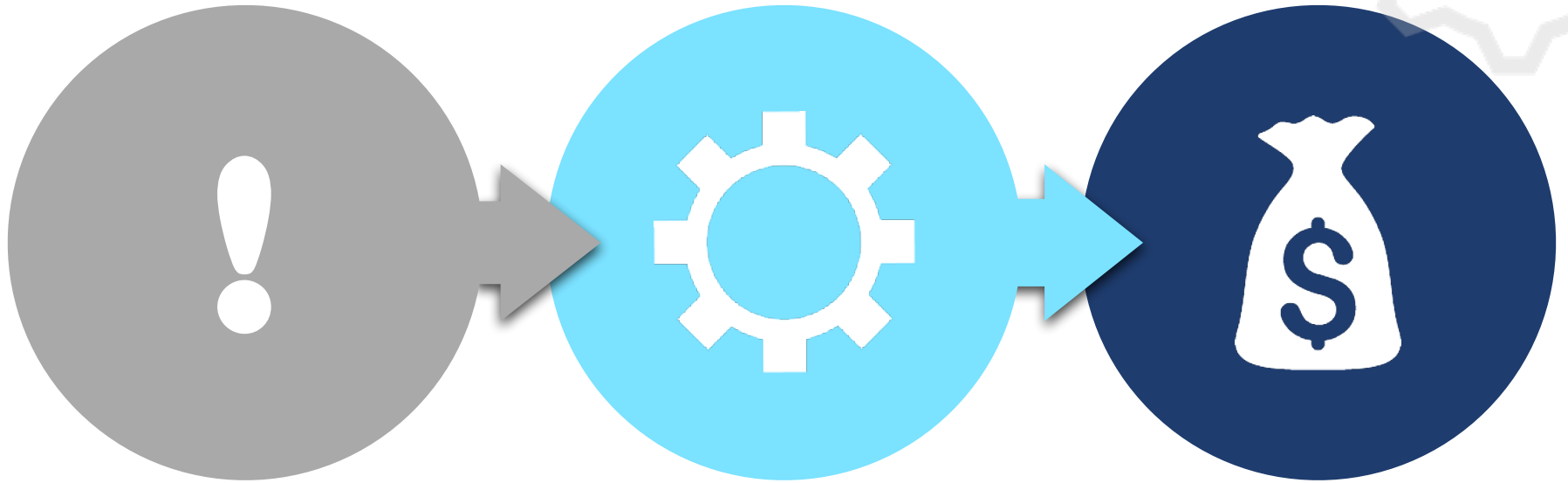


END OF BRIEF

**ASSIGN
PERSON TO
REVIEW WITH
VISITORS**

**CROWD
CHEERING**

An Example Monitoring

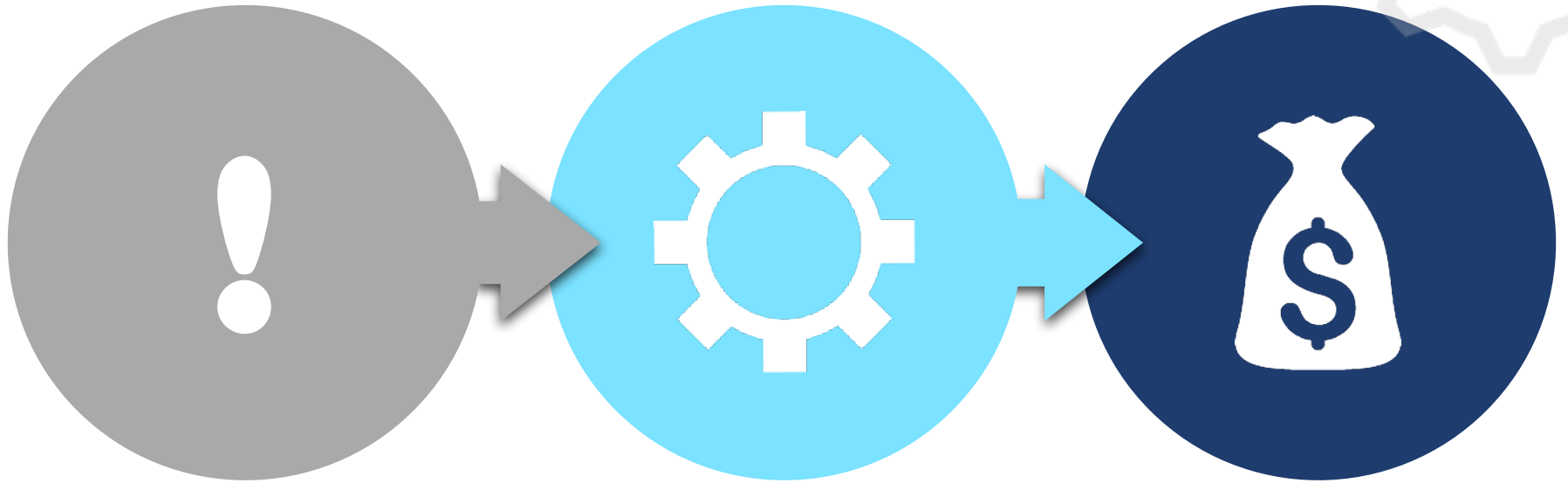


**BACK
FROM BREAK**

**ARE THINGS
GOING AS
PLANNED?**

MINT

An Example
Complacency Buster



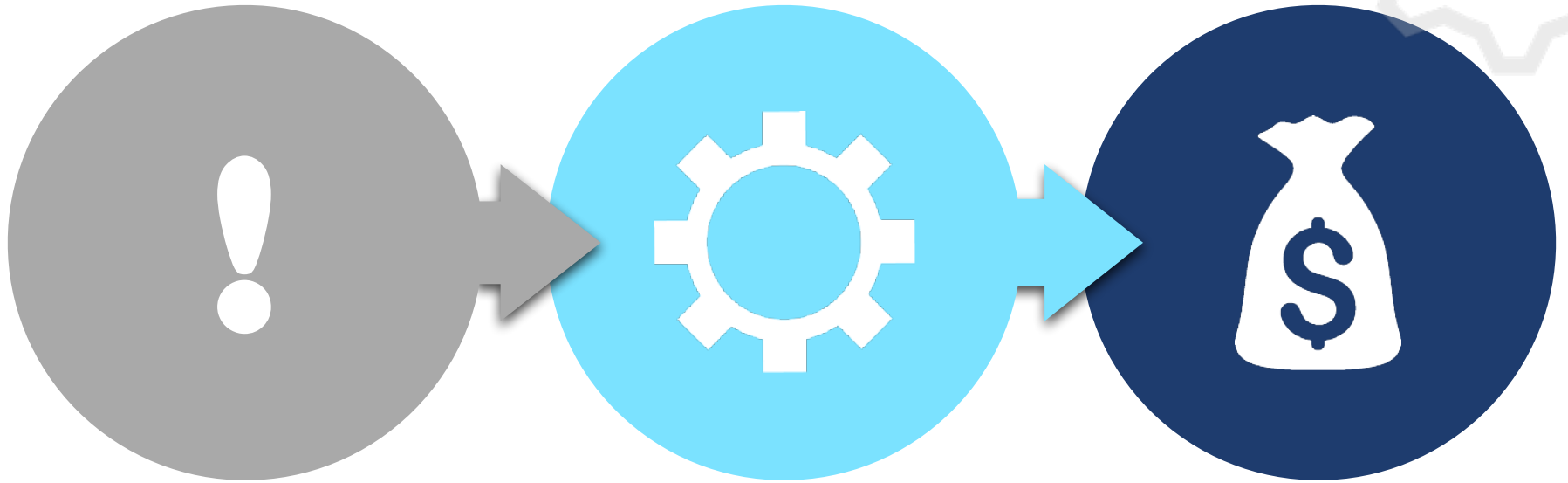
**TOP OF
THE HOUR**

**WHAT'S CHANGED
SINCE YOU STARTED
WORKING ON THIS?**

CLAP

An Example

Discussion During Demobilization

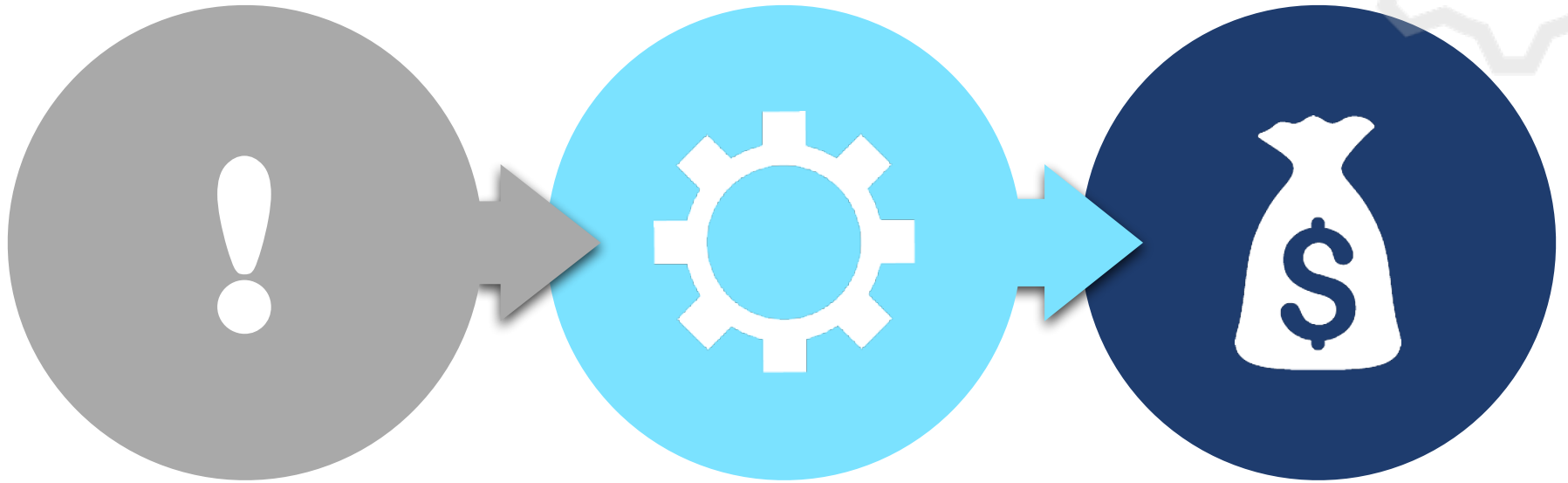


DEMOBILIZING

**WHAT DID
WE LEARN?**

**THIS IS HOW
WE DO IT**

An Example
Devil's Advocate



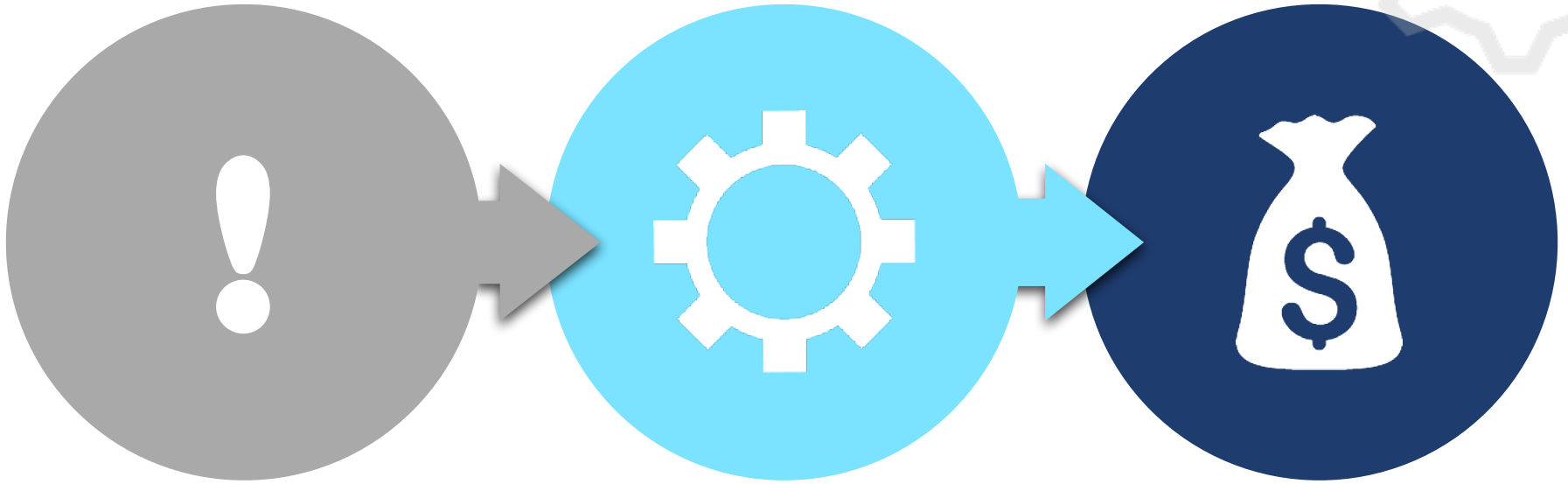
**ENDING OF
PRE-JOB BRIEF**

**WHAT ELSE
CAN WRONG?**

**GOOD
TO GO**

Your Turn

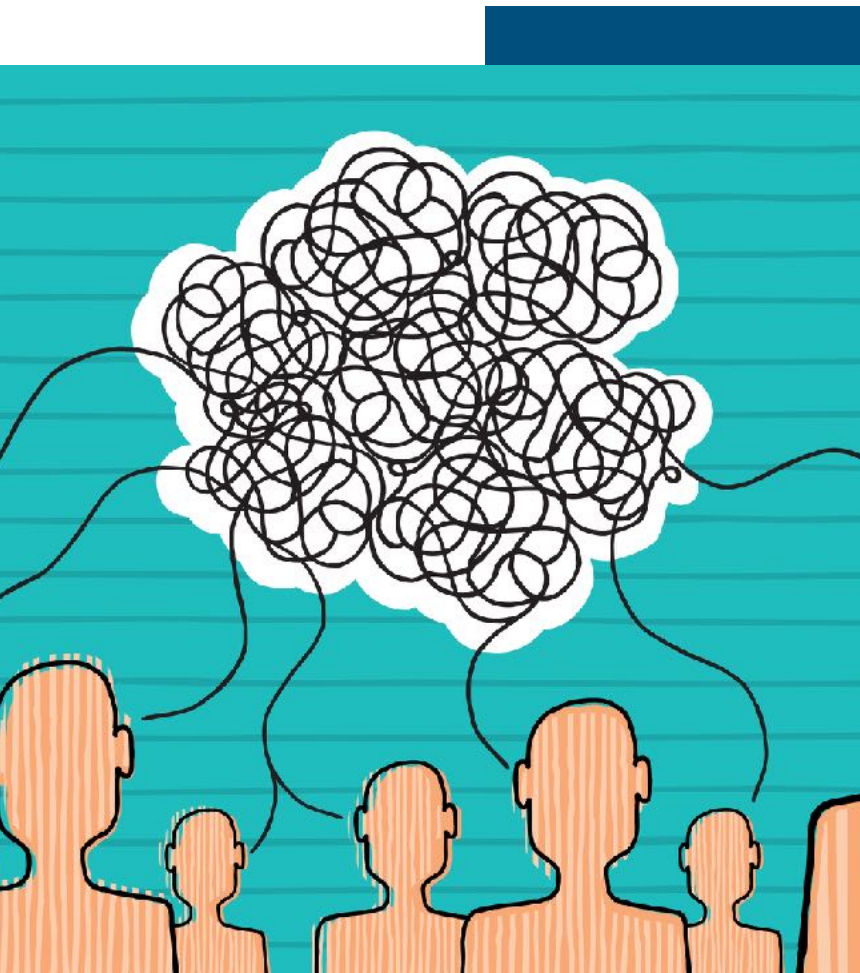
My Habit: _____



What Will You Do?

Mix And Match Or Choose Your Own

TRIGGER	ACTION	REWARD
Morning Meeting	Complete Pre-Job Brief/FSRA	Picture of Your Family
I wasn't planning on doing this today	Complete Another Pre-Job Brief/FSRA	Salute
Is there elevated risk?	Check In	Snack
Starting Brief	What hazards do we need to control for?	Tap Pen
Topics of Discussion	What's another way we could do this?	Coffee
Assigning Task	Repeat Back To Me	Atta Boy
Arrive	I want you to lead the tailboard today.	Team work makes the dream work.
Waiting for crew to gather	How are you?	Fist Bump
End of Brief	Assign responsibility for reviewing	Crowd cheering
Back From Break	Are things going as planned?	Mint
Top of the hour	What's changed since you started working on this?	Clap
Demobilizing	What did we learn?	This is how we do it
Ending the Pre-job Brief	What else can go wrong?	Good To Go!



Let's Talk About It..

Discussion Groups

What habit did you choose and why?



THE HABIT ACTION PLAN

My Habit Plan is to _____ (insert action step)
every _____ (insert time frame)
right after _____ (insert trigger),
I will reward myself by _____ (insert reward).

THE HABIT ACTION PLAN

My Habit Plan is to ask someone, “Is everything going according to plan?” every time right after we get back from a break. I will reward myself by having a mint.

THE HABIT ACTION PLAN

My Habit Plan is to ask the gathered crew, “What did we learn” every debrief right after we are demobilizing from a task. I will reward myself by saying, “Work Safe. Home. Safe.”



Troubleshooting

Plan For Success



Logistical

What do you need & where do you need it.



External

Who & what will throw you off track?



Internal

How will you get in your own way?







ALWAYS OR NEVER IS
EASIER THAN SOMETIMES

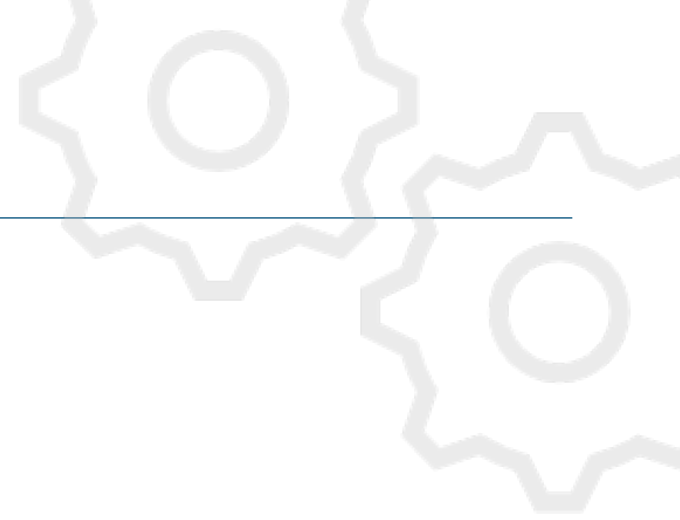


NEXT STEPS

Start The Challenge



REPETITION
IS THE MOTHER OF HABIT.



Be Aware!

Watch Out For...

Excuses

Distraction

Boredom

Apathy

Irritation

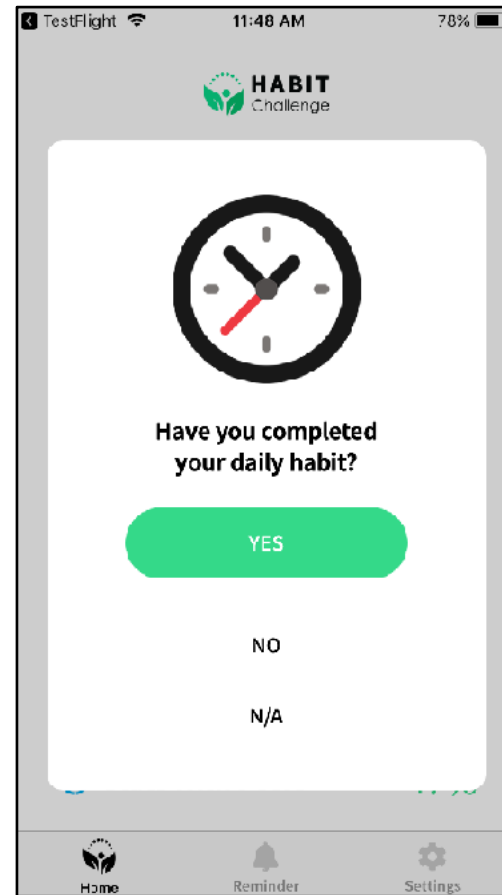
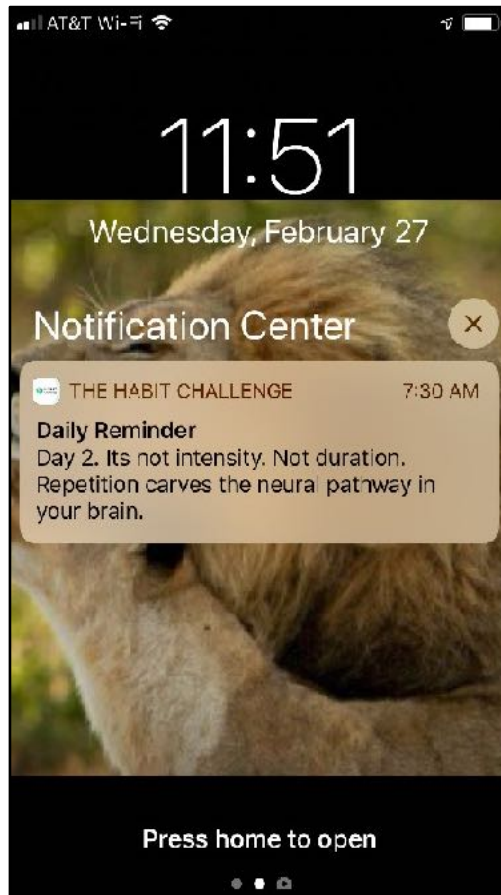
Do it badly

Feels weird



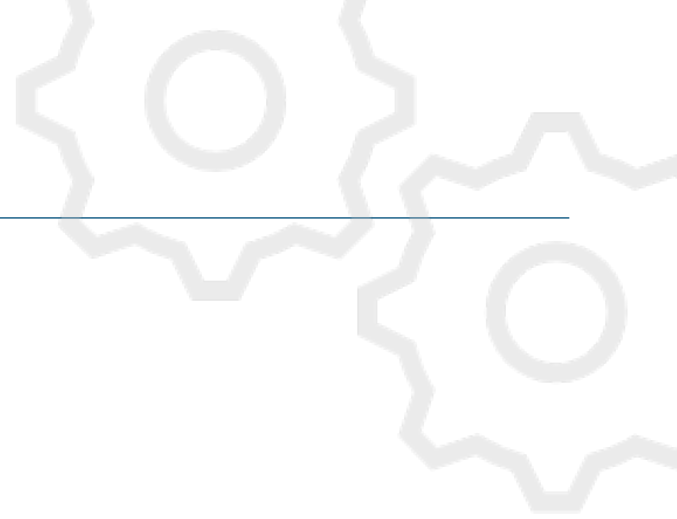
The Mobile App

What to Expect





5 SECONDS!!!



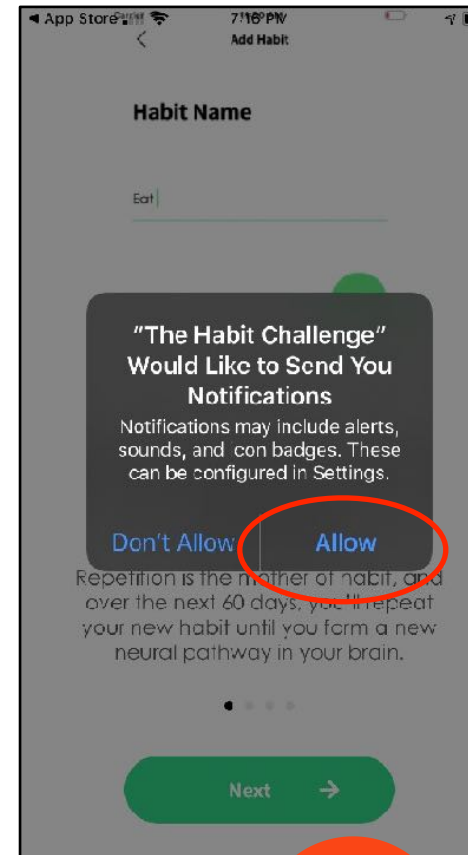
I'M GOOD!

The Mobile App

Install the Habit Challenge

We're in this together

- On your mobile device
 - iPhone: App Store
 - Google Play
- Search for The Habit Challenge. Be sure to use the “The”
- Look for this green leaf icon.
- Your habit is PRIVATE. Your answers are PRIVATE.



The Mobile App

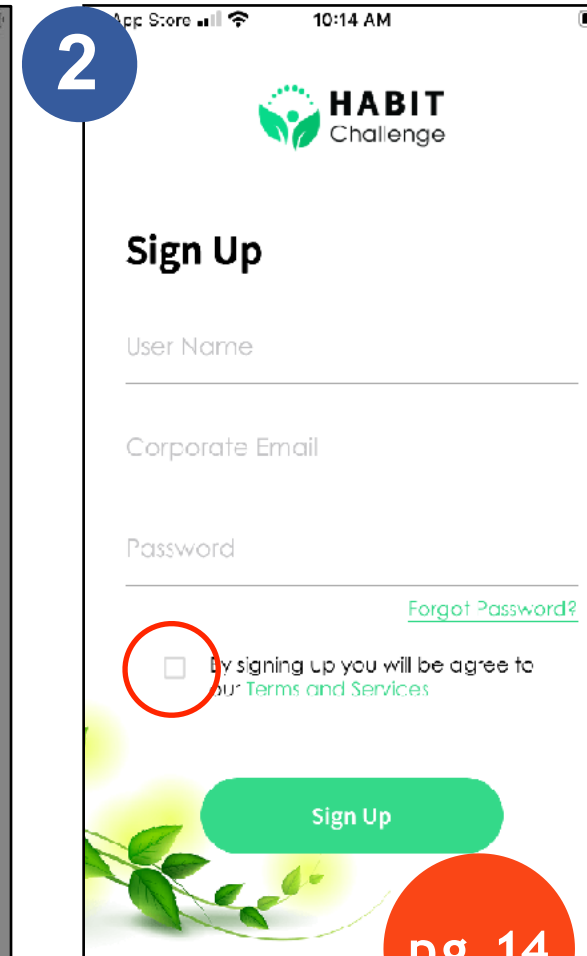
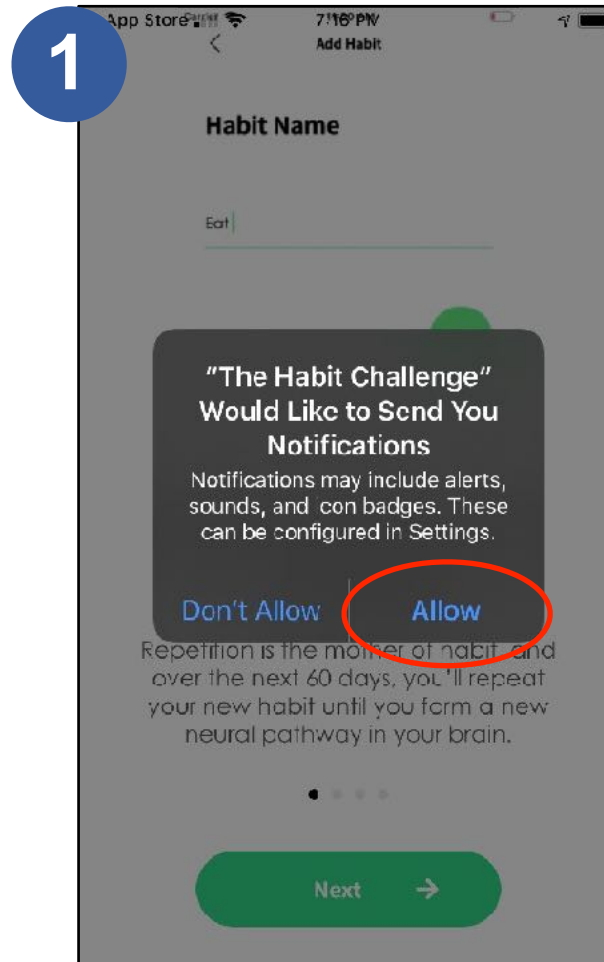
Open the App

1. Allow notifications

- Click Allow
- Scroll through tutorial by tapping “Next” or swiping

2. Sign Up

- Name
- Email address
- Password at least:
 - 8 characters in length
 - one lowercase letter
 - one uppercase letter
 - one digit
 - one special character
- Check terms and conditions



The Mobile App

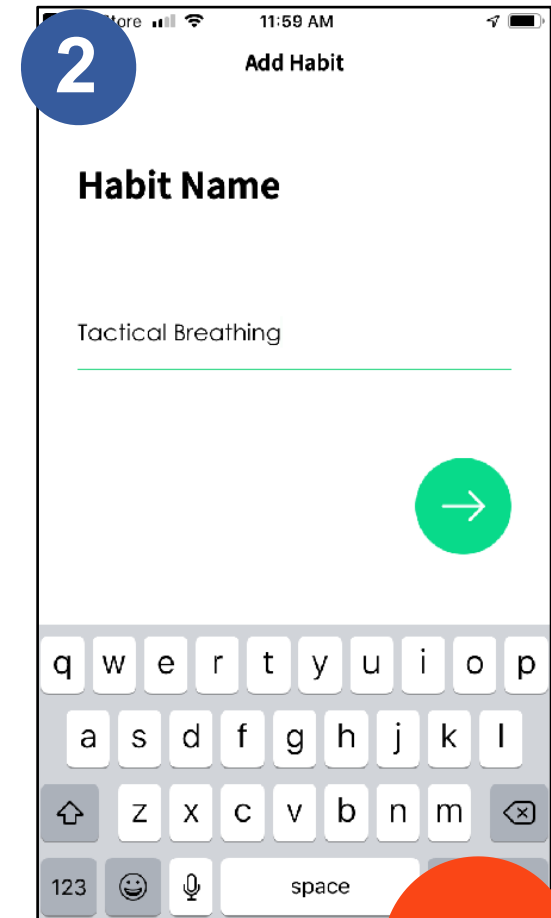
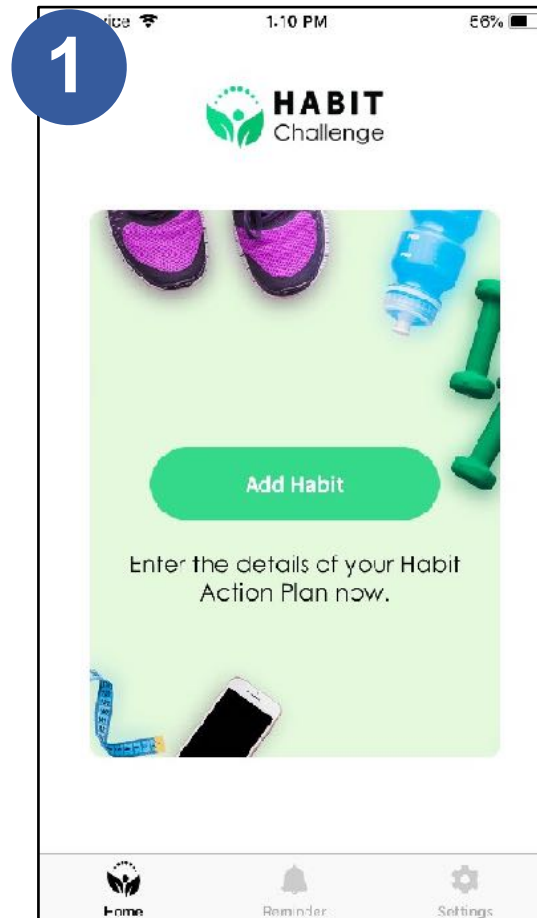
Add Your Habit

1. Allow notifications

- Click Allow
- Scroll through tutorial by tapping “Next” or swiping

2. Sign Up

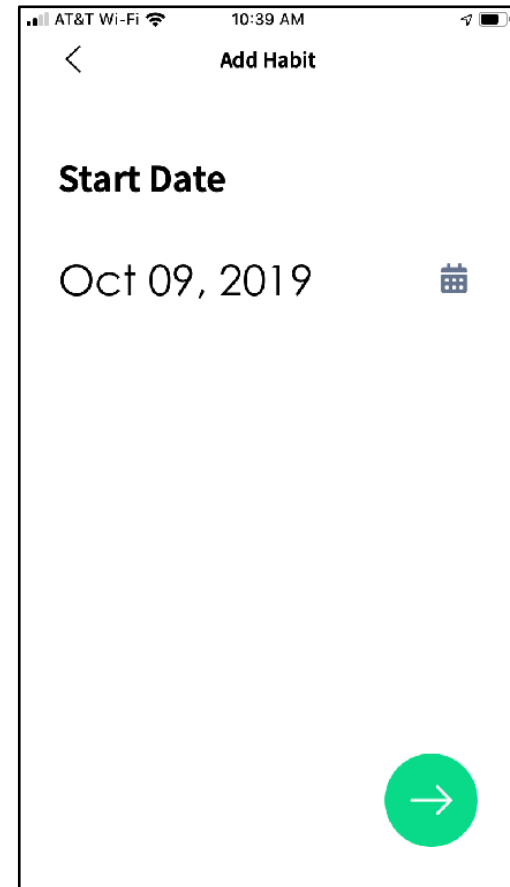
- Name
- Email address
- Password at least:
 - 8 characters in length
 - one lowercase letter
 - one uppercase letter
 - one digit
 - one special character
- Check terms and conditions



The Mobile App

Set Start Date

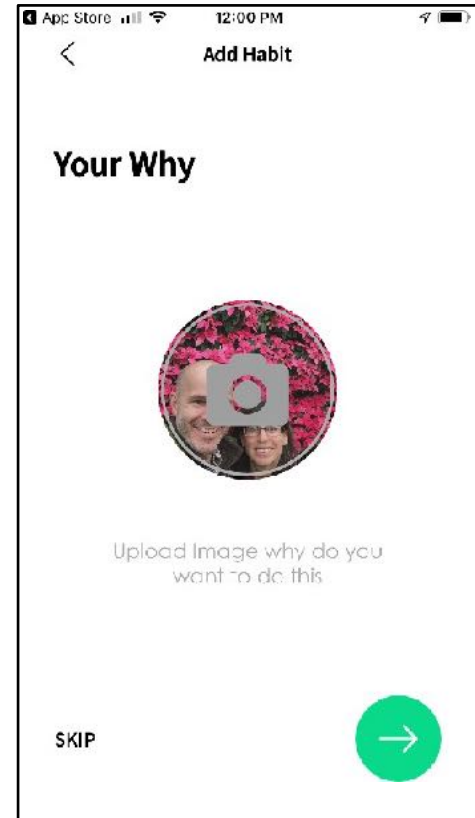
- Choose any day after today that you want to start practicing your new habit.



The Mobile App

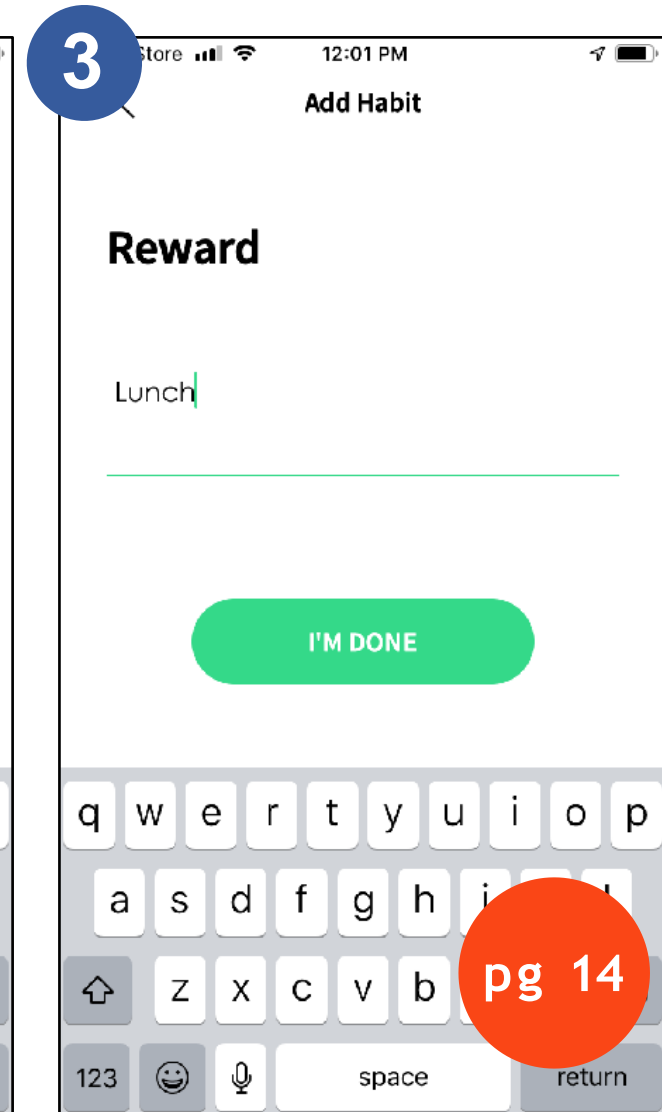
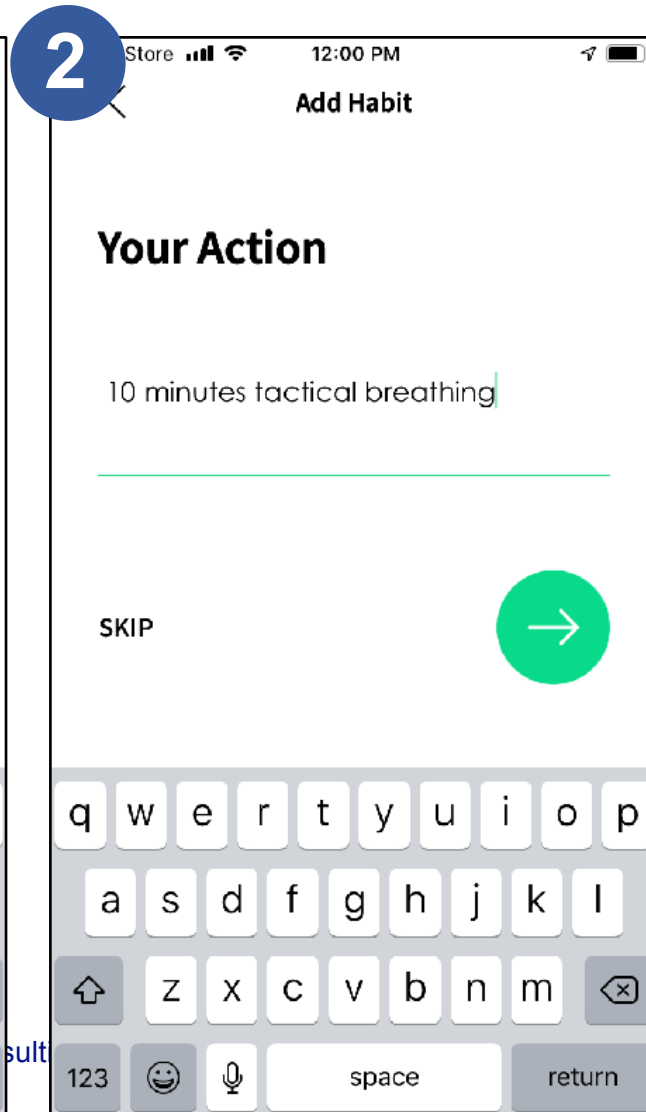
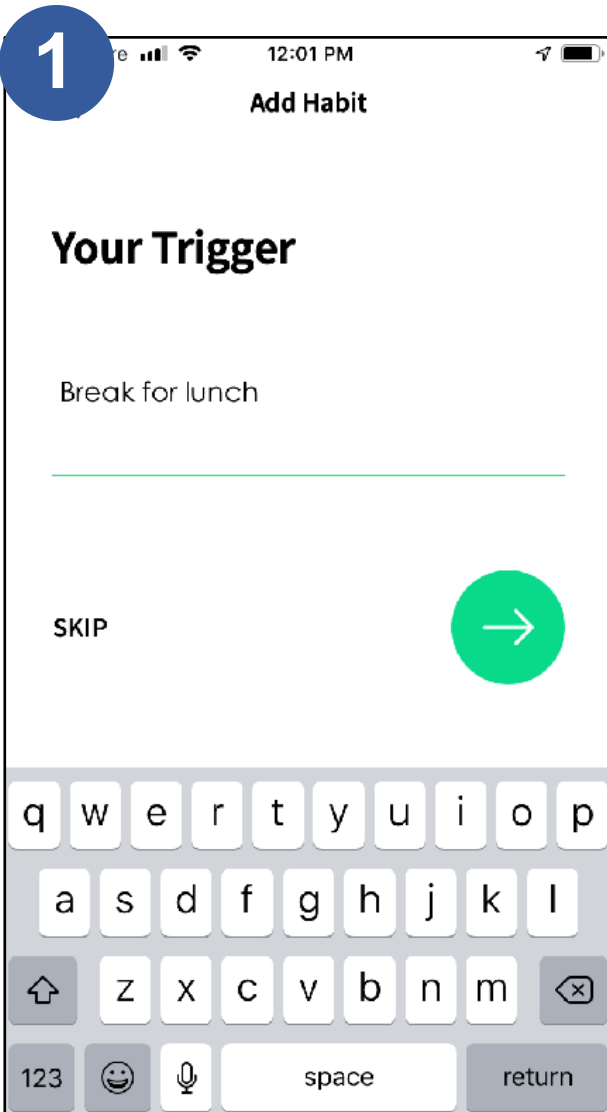
Capture Your Why

- Photo of person, place, activity that captures WHY this new habit is important to you.



The Mobile App

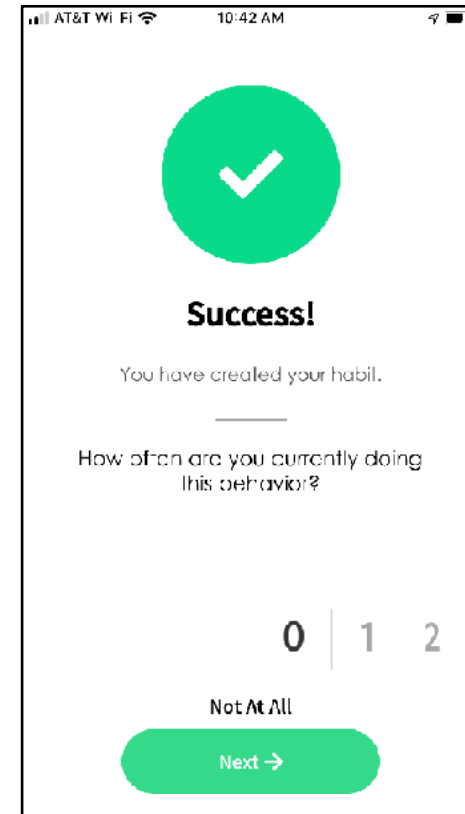
Capture Your Habit Components



The Mobile App

Answer 3 Questions

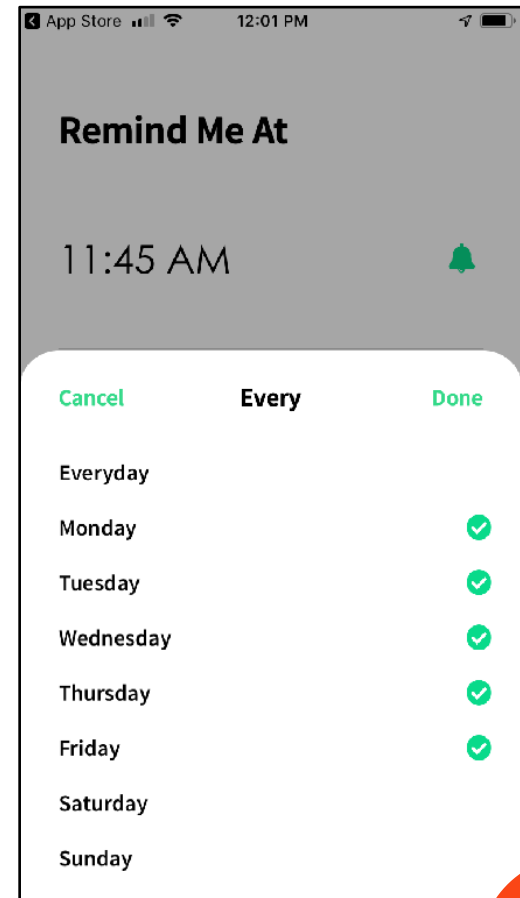
- How often?
- How confident?
- How hard?



The Mobile App

Set The Reminder

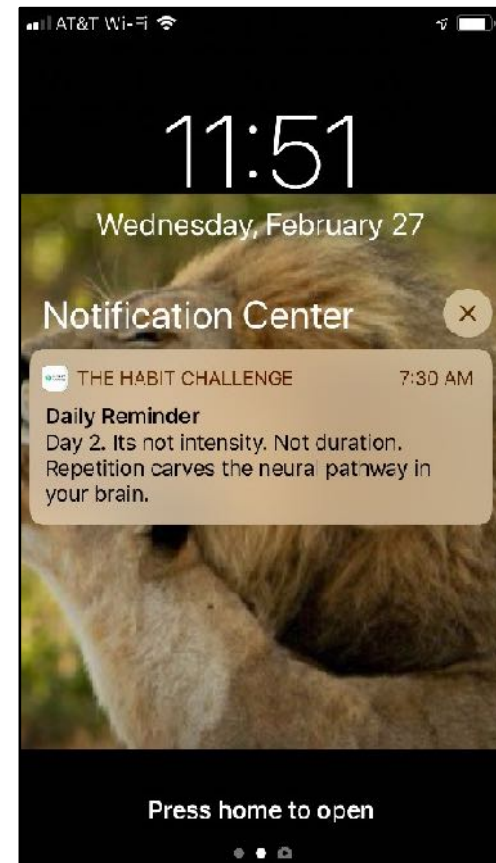
- At what time and on what days do you want to receive a notification on your phone as a reminder to practice your new habit?



The Mobile App

What Happens Next

- At your scheduled time, you'll receive a notification on your phone with a daily motivational reminder.
- Tap the notification...

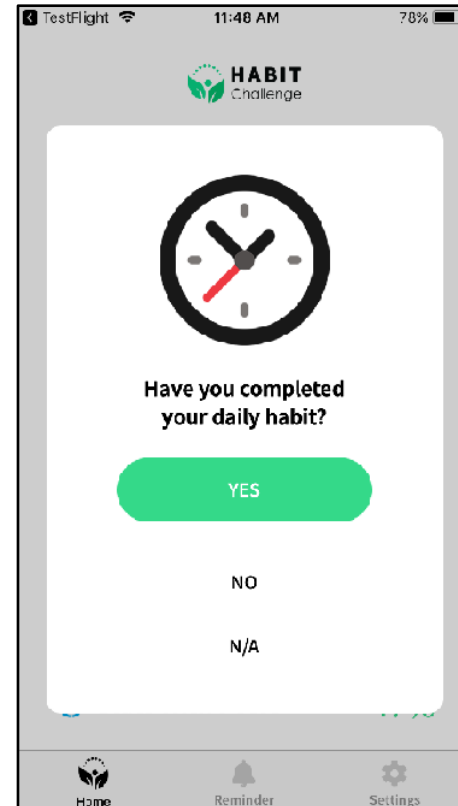


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Answer The Question


Keep track of your progress and hold yourself accountable!

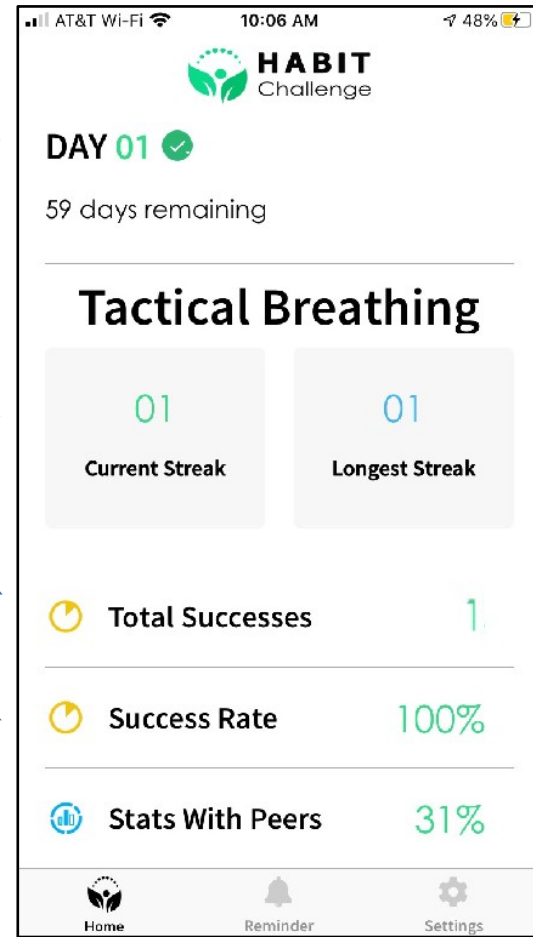
- Answer yes on the days you did it.
- Answer no on the days you don't.
- Answer N/A for days you got the notification but it's not a day that you should have been doing the habit. For example, you're on vacation. Do not use if for any reason you decide not to do your habit.
- **Cannot go back**



The Mobile App

The Home Screen

- What day you're on in the challenge and how many days are left.
-  Use the icon next to the day number to change your answer
- Your current streak (number of yes answers in a row) and longest streak.
- Total yes answers.
- Total yes answers compared to total number days you were scheduled to do the habit.
- The average success rate of other attendees

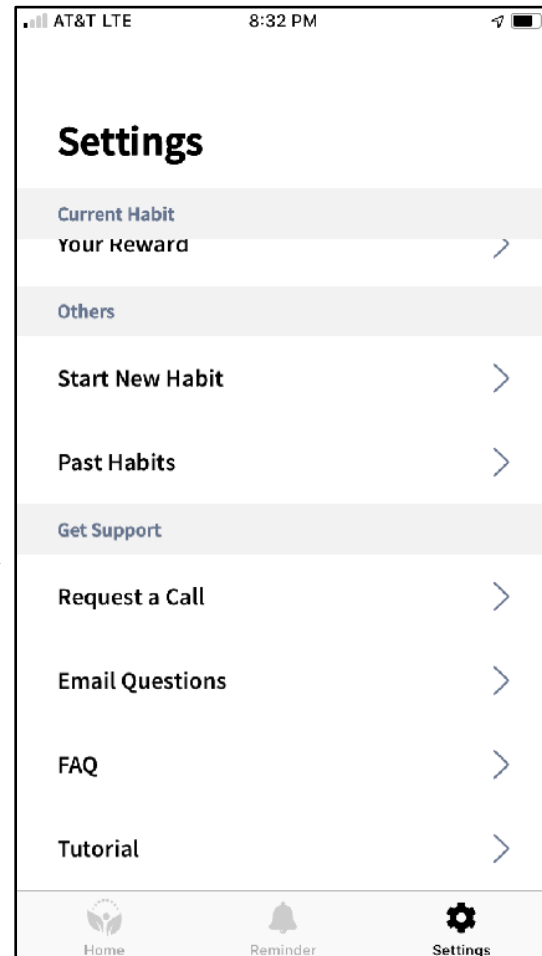


The Mobile App

Get Support

Habit creation isn't always easy...

- Go to the settings menu to get support. You can find it at the bottom of the screen.
- Request us to call you.
- Send your question via email.



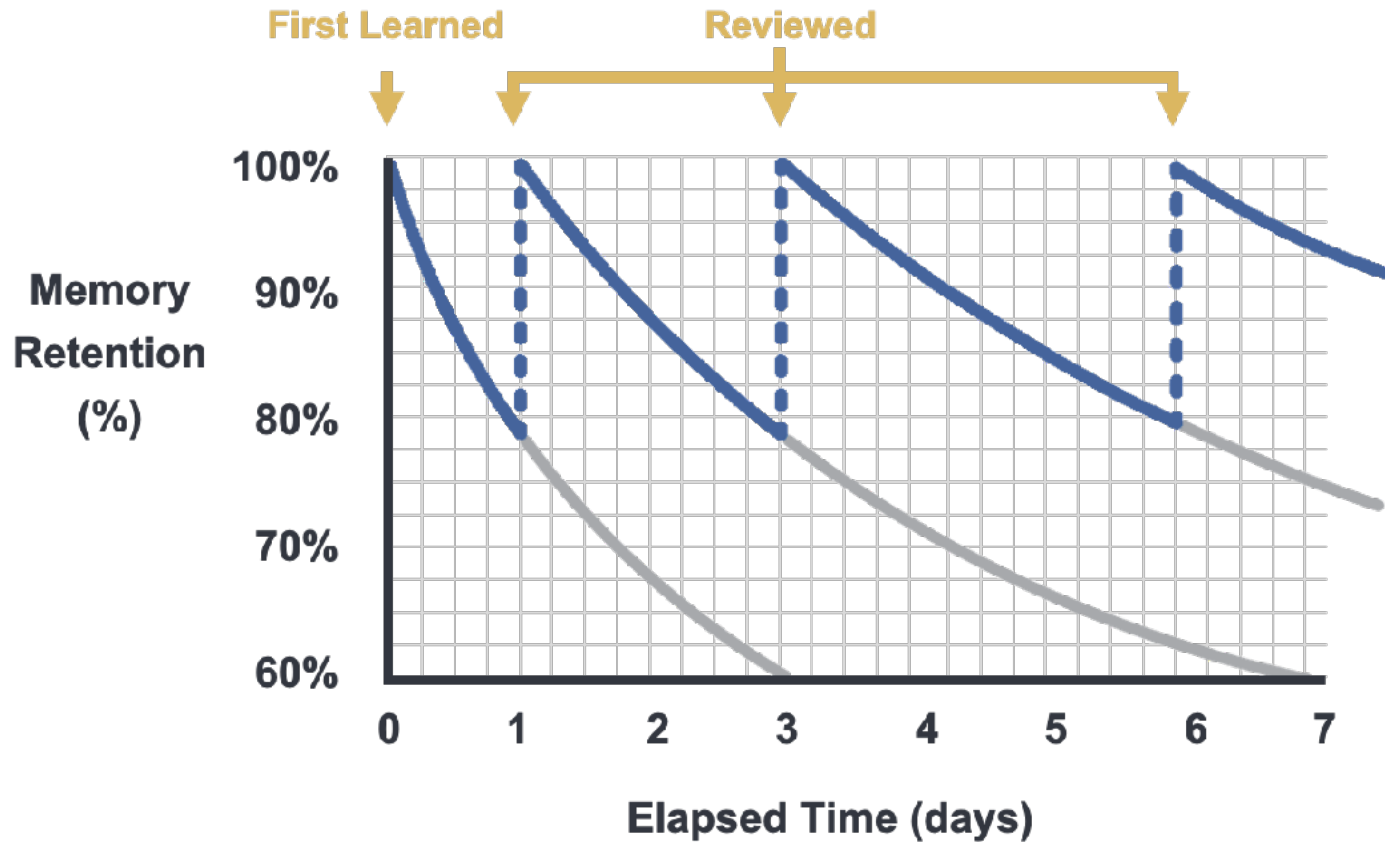


ONE MORE THING!

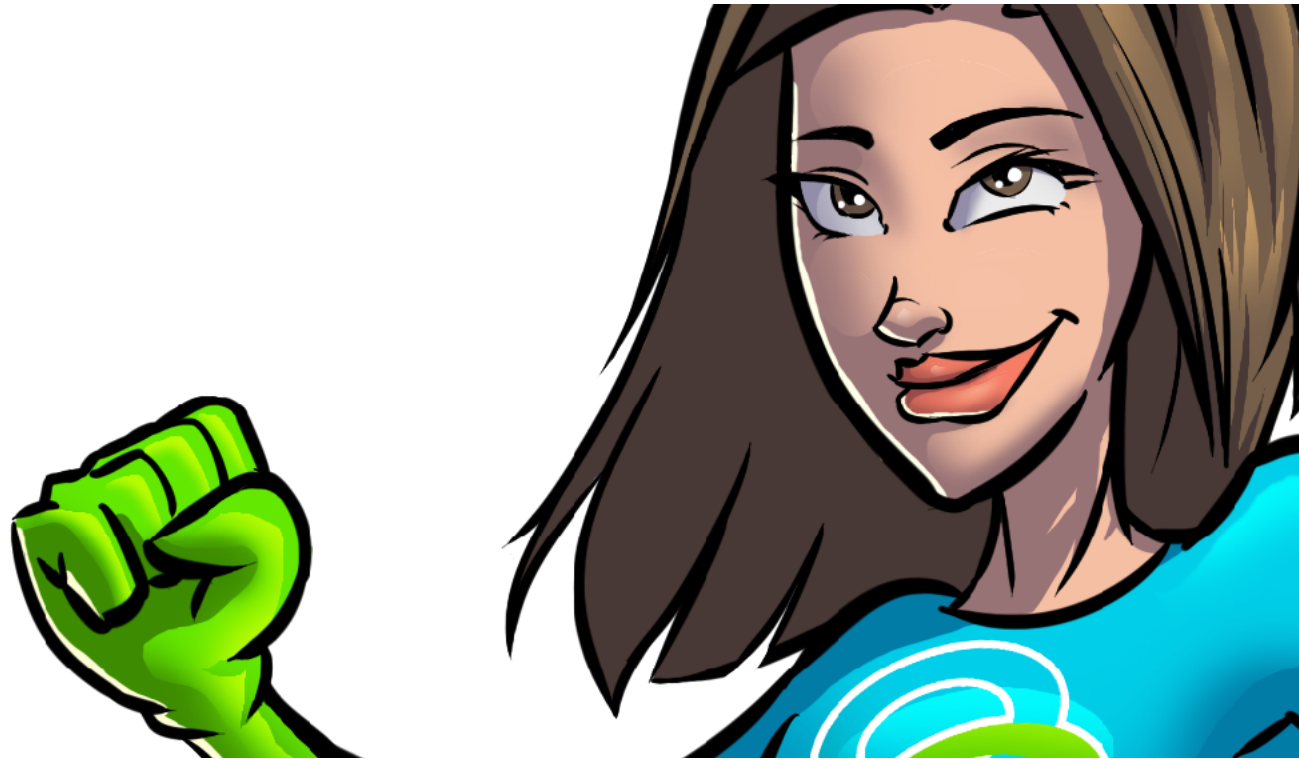
BI-WEEKLY EMAILS

Because ...

The Ebbinghaus Forgetting Curve



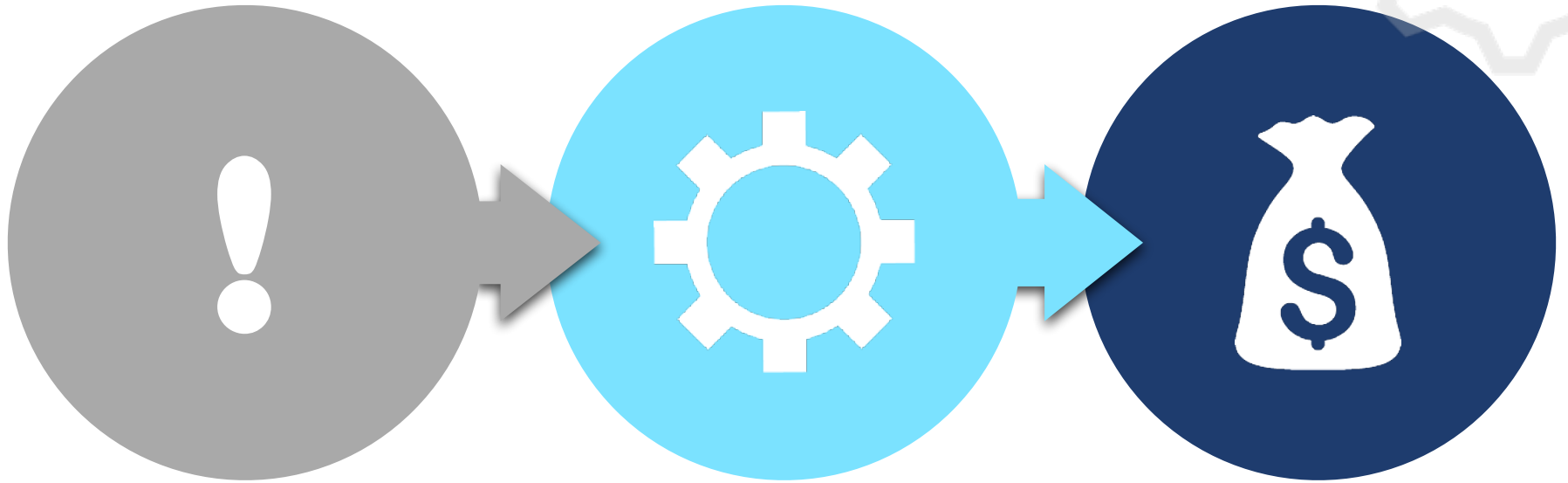
COMPLETE THE SURVEY!



SHARON LIPINSKI, CEO AND HABIT SUPER HERO
HABIT MASTERY CONSULTING
SHARON@HABITMASTERYCONSULTING.COM

970-581-7681

An Example
Elevated Risk



**IS THERE
ELEVATED RISK?**

CHECK IN

SNACK