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## Kickoff The Premise It's common to inform employees they have the "responsibility and authority" to apply stop Work Authority. This session will offer ways to drive a culture ("how things actually get done around here") where employees Exercise their Step Work Authority with confidence in a variety of circumstance. Objectives 1. To consider Stop Work Authority as a set work practice that can be DEECCSED in order to make stopping to think, ask, request, or straight out omitigate a leazure a HABTT. ANABIT. ANABIT. A HABTT. A Common the Stop Work Authority as a set work practice that can be DEECCSED in order to make stopping to think, ask, request, or straight out mitigate a leazure a HABTT. A STOP — WORK AUTHORITY 1. Barniering ("New people Resist Change) 4. Forming a Habit The Opportunity: Tale two minutes and reflect on SWA at your company, What's working and what's not.... (Capture a few quick, brief thoughts.) NEXALLY.

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## Culture & Priorities DefiningCulture Common, observable Attitudes and Behaviors. "The way through ACTUALITypet door around here." Not, a list on a wall or a message delivered by a leader. Exercise: Sign Thoughts/Attitudes Ad. disk Thoughts/Attitudes SWA as a Priority WAS as a Priority WAS as a Priority WAS as a Priority WAS as a Priority Thou and meet any of the other expectations, DERACISE TOWNSTOP HORNATIPMORTIT: - "Non-Negotiables": "You have provided accordately large of Equations NOT Consequences type of Equations. NOT Consequences type of Equations. We expect, enable, and recognize these practices. Before 33MA communicated as a priority array your organization? ERAUN TREETE.

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STOP	
To avoid an incident from happening.	
KEY: Implies an Action will also be taken in response!  Parallel and Company of the Company	
Requires we "See Something, Say Something, Do Something."  • <u>KEY</u> : "Exercise" it develop a healthy STOP Muscle.	
KEY: Make Identifying and Mitigating hazards a habit.	
Have to see it to STOP it.     Need to anticipate it at times as well – when hurried,	
pressured, fatigued, things are changing around you, etc.	
AND when your "spidy-sense" goes off - "Ya, something didn't feel right at the time, but we kept on going."	
WORK Whatever the task.	
KEY: Apply at work, home, AND play.	
If Safety is a Core Value, then we live it out everywhere we go.	
Exercise:	
List a few examples of <u>at-risk behaviors</u> performed during common, everyday tasks that can cause serious injuries if not addressed.	
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(RESPONSIBILITY &) AUTHORITY	
Responsibility – "It's your job	
and Authority –to say 'No, I won't do that, under these circumstances."	
<ul> <li>With Reason/Reasoning; requires critical thinking. (Although might be hard to communicate for someone new II).</li> </ul>	
<ul> <li>and with Action (willingness to be part of the solution if warranted).</li> </ul>	
KEY: "We have your back"     "We (all of management) will take the heat of frustrated clients."     "We are OK with it, even if it hurts schedule or cost in the short run."	
<ul> <li>" even if you are wrong!!"</li> </ul>	
<ul> <li>Again, within reason.</li> </ul>	
Employees cannot be afraid of the client or leadership.	
If they are, they won't exercise their authority.	
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	Forming a Habit	
	Overall: Habits are acquired by frequent repetition.	
	We want Stopping to be a natural, subconscious brain pattern.  We want to Exercise this pattern offen to make it strong.	
	Anytime we can get someone to STOPs think, ask, confirm, challenge, request, adjust, or even to topo others - others alray about nomeone else who took any of these actions it helps build a natural SWA pattern of thought and such action.	
	More Specifically: Hobit development follows a patter, involving	
	1. A Case You can we make 5.50% (Editional)  By the can we make 5.50% (Editional)	
	2. A Crazing: The stimulus causes you to decine a particular outcome that you find for example, there can be made if the Attendance there are made if SMA Attendance to the same of the SMA Attendance to the same	
	A <u>Nationality</u> Troumpage in thought and behaviors to get that disconsis. Here can we make 5.0014 forg?	
	4. A <u>Reserved.</u> The outcome occurs and you feel a sense of reward as a result, satisfying your	
	CENSION, How can we make E-SWA <u>Satisfying</u> ?	
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	Keeping SWA Front-of-Mind (i.e., Helping Make it a Habit)	
	The common/easy stuff:  1. Visuals: posters and stickers.	
	2. Training: onboarding and annual refreshers. 3. Regular agenda item at safety meetings and tailgate talks.	
	The game changer stuff:  4. Stories and more stories.	
	Of "How things ACTUALLY do/con get done cround here."     In all kinds of situations, basic and challenging, that employees can relate	
	to. "Hey, I've been in that situation."  c. Stories shared by leaders.	
	<ul> <li>d. Stories of missed opportunities and the real or potential consequences; without names.</li> </ul>	
	Recognition and Rewards (Reward the best, signal the rest.)     Common characteristic of a Safety Employee of the Month winner.	
	<ul> <li>Included in special programs. (Focus of the Months, Summer promotions; and similar.)</li> </ul>	
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	In Closing	
	SWA is a Critical Measure of Culture  More qualitative, than quantitative – more stories and better	
	stories being surfaced/shared is a good indicator of culture, and maybe progress.	
	Look for things like:  • Willingness and eagerness to share stories, across many groups;	
	Tough examples on jobsites that have a short-term cost; and	
	Examples from home.	
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Take Action	
One thing I learned during this session:	
What we learned:	
One specific thing I <u>will do</u> next: (What, Why, How, When/By When)	
Tell someone for accountability purposes.	
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