Toolbox KITS

BEHAVIOR-BASED SAFETY TRAINING

Behavior-based safety training

Safety observations, useful feedback and fixing the causes of at-risk habits

About 45 minutes, with a 10-question quiz

34 slides | About 45 minutes | 10-question quiz | English + Spanish



SAMPLE

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MODULE 1

The hazard: at-risk habits and what drives them

1

A lot of what we do on the job is habit, and habits can be safe or at risk.

2

An at-risk behavior is a shortcut or habit that raises the chance of getting hurt, like skipping eye protection for a quick cut.

3

Each time a shortcut works without an injury, it feels safer, and the habit gets stronger.

4

The hazard has not changed. It only feels smaller.

5

Shortcuts often have a reason

a missing tool, an awkward setup or a tight schedule.

6

Behavior-based safety watches the work, talks about it and fixes those reasons. It works alongside fixing hazards, not instead of it.

SAMPLE

Toolbox KITS

Crew handout

Behavior-based safety: crew handout

29 CFR 1926.21, 1910.147, 1926.20, 1910.178, 1904.35

Do

- Ask before you observe, and say it is about the task, not the person
- Start with what was done safely, and be specific
- Describe the at-risk behavior you saw, without judging
- Ask what made the safe way hard, then listen
- Look at tools, setup, staffing and schedule, not just the person
- Stop the work right away if someone is about to get hurt
- Get condition fixes to the supervisor the same day
- Report injuries and close calls, and thank people who report them

Don't

- Write names on observation cards
- Use observations to discipline people
- Lecture instead of asking why
- Keep using a tool or piece of equipment that is broken or unsafe
- Fill out a card for work you did not watch
- Reward a clean injury log over honest reporting

SAMPLE

Remember **Watch the work, praise what is safe, ask why when it is not, and fix the cause instead of blaming the person.**