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### **Stop, Start, Continue - Committing to Integrity**

#### **Article by Alan Quilley CRSP**

(Adapted From – “MORE Creating and Maintaining a Practical Based Safety Culture© Turning Intention into Action” - Alan D. Quilley CRSP – [www.safetyresults.ca](http://www.safetyresults.ca) )

I've been doing a lot of thinking and writing about the negative “chat” about Behaviour Based Safety (BBS). Now over the years so many have done this so poorly that there is a lot to talk negatively about. I believe the fundamental flaw in most failed BBS approaches is they are done TO people by the few! A small group of people seeing value in the approach try to inflict their ideas on others without total engagement in the process. Imposed observation cards, contests, and a lot of charts produced by someone else. The worst of all are in “imbedded consultants.” Nothing feels more like something is done to you employees than to bring in someone to “do something to them!” Sorry if you're reading this and you're one of those! Hard reality...it's not YOUR process it's THEIRS! They need your advice not you “office on site.”

Here are some thoughts I have about how to get the engagement and actual results. By the way, I've done this with 1000's of people and it works! Best of all, the skills they learn are transferable. Many of my participants send me unsolicited emails long after their adventures with better understanding human behaviour and why we do what we do. They tell me stories of becoming better spouses, better parents and better friends. Try it...there's not much really at risk...you may just get better at something!

In any effort to truly engage people in helping to manage their own safety, what we are really doing is engaging their hearts, minds and bodies in committing to do what they do as work and play in a safe manner. Safety in this context does not mean, “nobody moves, nobody gets hurt.” What it means is we are behaving in a way that doesn't put us at “unnecessary risk.” Everything we do as humans comes with a risk of potential positive and negative outcomes. If we are clever we can devise ways to do what we need to do in ways where we minimize “surprise” unintended outcomes (injuries, illness, losses to property and/or possessions). The diligence in which we behave at work and play requires

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us to first decide on the behaviours we must have to be efficient, effective and safe. These critical behaviours once chosen need to be “habitualized” so that behaviours become predictable and therefore increase the chances the outcomes of our behaviours will be predictable.

Every job humans do, every hobby humans engage themselves in is a series of behaviours that can be identified as critical to the successful outcome of us “getting it done.” I have found through working with thousands of people that most jobs/hobbies can be broken down into 8 - 10 such critical behaviours. When I do this in workshops, I typically agree with the participants to select a common task such as mowing the lawn with a gas powered lawnmower. Although the list will vary somewhat in detail, the major critical behaviours can be classed in the following list:

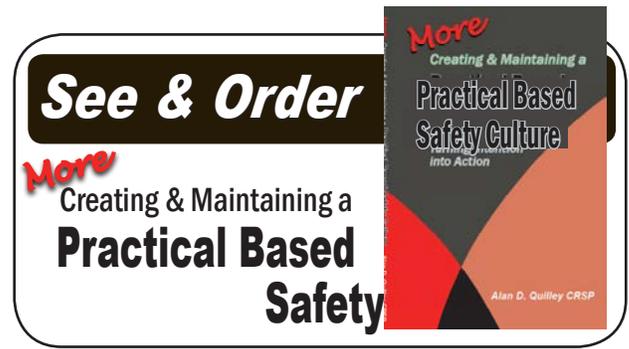
- ensuring the mower is in good operating condition
- gasoline and oil for the mower
- starting the mower
- clearing the lawn of obstructions
- wearing personal protective equipment
- ensuring others are clear of the machinery
- ensuring safety devices on the mower are working

There may be others but for our purposes here, this list will work.

If we are to be successful mowing the lawn and we’ve decided on our list of critical behaviours, the challenge now becomes to perform those critical behaviours each and every time we mow the lawn. It would be illogical to let being in a rush change our behaviours and then expect that our outcomes would not change (probably for the worse).

If we consider the ABC model of human behaviour (activator, behaviour, consequence) then what we must do to make the critical behaviours into habits is manage the activators and the consequences.

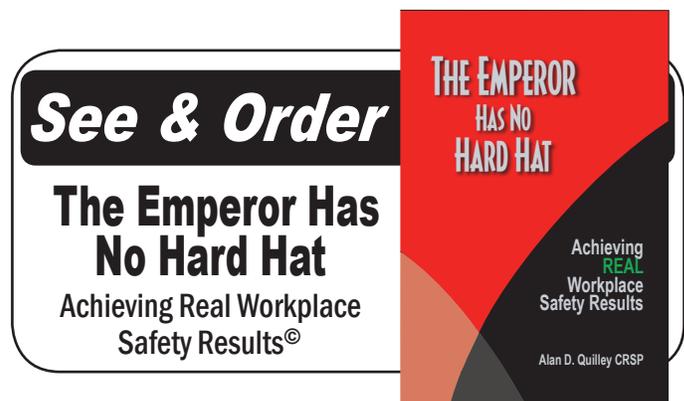
If we are to commit to those critical behaviours then we are creating activators and consequences that will require us to closely reflect on our own behaviours. Usually this will



require us to stop some behaviours that we have that aren’t helping us to accomplish our outcomes. It will most likely include starting to have some behaviours that we don’t currently have. Lastly (and hopefully), we must continue to do those behaviours that we already have and then all we need do is to continue to do those behaviours to ensure our success.

A change in our behaviours requires diligence to be successful. Breaking old habits and establishing new habits requires that diligence and integrity. The activities can be classified into three specific areas. Things you should start doing, things you should stop doing and things you should continue to do but do them all the time.

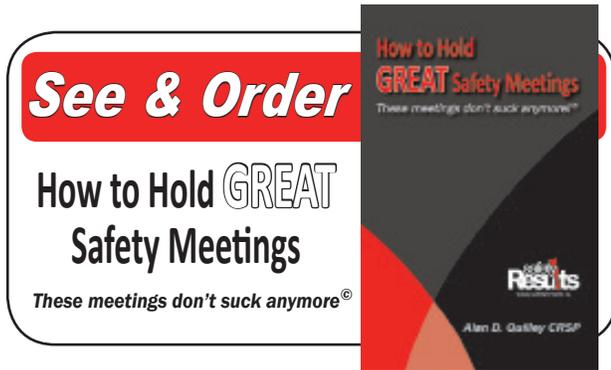
You can try this yourself by selecting a task that you often do. First break it down into its critical steps. Establish the activators, which will remind you to have those behaviours and establish consequences for yourself when you do those behaviours and just as importantly, what happens when you don’t. Over time, you will find these new behaviours will indeed become habit and it would become rarer that you would behave incongruently with your habits.



## CSSE Study Groups

The Edmonton Chapter of the CSSE CRSP Study Group will be starting January 3 until February 6th, 2018. Additional Study Groups have been set for the following dates: Spring 2018 Session - April 25 to June 2 and Fall 2018 Session - September 5 to October 13.

More information can be found on [their site](#).



## CRSP Exam Prep Workshop in Florida!



Yes, it's been awhile! We are pleased to announce that we will be delivering our infamous CRSP Exam Prep Workshop in Kissimmee (Orlando) Florida, from February 14 - 16, 2018. It's our annual "Get-Away-From-Winter" Workshop! We are offering a special rate on this Workshop of only \$799.00. Registrations will be closing at 5PM MST on February 8th.

For more details and to register, please visit our [CRSP Workshops](#) page.



## On the Web

Click on links:

[Safety II? I think Petersen was doing Safety II decades ago. Most in Europe haven't even heard of Dan Petersen. Perhaps that's why Safety II is a "new thing." You decide.](#)

[Self-driving Mining Trucks – Saw this at an IPLOCA Conference in Geneva – Interesting and just a tad scary!](#)

[USA oriented and really interesting sources](#)

## Another Way That We Help CRSP Candidates!

Alan created a website to further assist you in your studies. He also posted, for your FREE download, 90 questions (in two series of 45 questions). This could cost over \$80.00 on a competitor's site! The practice Q & A are based on the 2015 CRSP Blueprint.

Stay tuned for even more questions and study tips at:

[Safety Results CRSP Exam Preparation Site](#)  
You'll find the practice questions and answers at the following links:

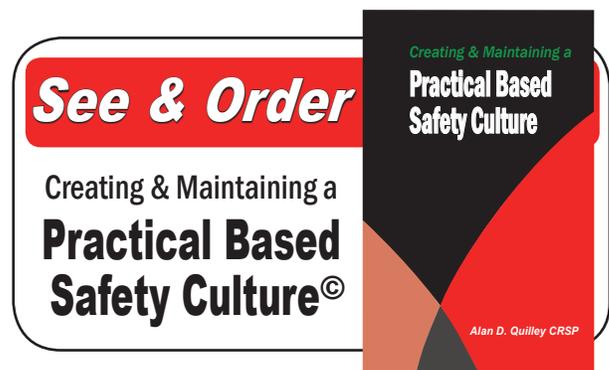
[Safety Results CRSP Practice Questions - Series 1](#)

[Safety Results CRSP Practice Questions - Series 2](#)

## LinkedIn CRSP Exam Preparation Study Group

Alan created this group for those that are planning on writing the exam to discuss study strategies and tips. Join us at:

[Alan's CRSP Exam Preparation Study Group](#)



## CRSP EXAMINATION PREPARATION WORKSHOPS 2017

Sherwood Park	January 19 - 21, 2018	6 seats left
Kissimmee (Orlando) Florida	February 14 - 16, 2018	Special Price!
Sherwood Park	April 13 - 15, 2018	
Calgary	April 18 - 20, 2018	

Our intense 3 day CRSP Examination Preparation Workshop fee is \$999.00 + GST. (Our Kissimmee, Florida workshop is specially priced at \$799.00 + GST). Here's why we think we can help and why it's important to research fully when you are comparing CRSP Examination Preparation Workshop providers!

Our Workshop includes the following:

- Material updated to the current BCRSP Blueprint
- Our Manual and Workbook (\$600.00 value)
- Our CRSP Exam Prep Multiple Choice FlashCards (\$105.00 value)
- Our CRSP Exam Prep Long Answer FlashCards (\$105.00 value)
- Our Handbook which contains additional practice questions and answers (Handbook is available only to participants at the workshop)
- Material is contained in a coveted Safety Results canvas attaché bag which includes pen, highlighter, calculator, notebook for notes and Post-its.
- Lunches and refreshment breaks
- Special offer – We are the only workshop provider that has a special offer for participants of our Workshop: If you challenge the CRSP exam and are unsuccessful, you may attend another sponsored Safety Results Ltd. CRSP Examination Preparation Workshop for a nominal fee. The workshop must be taken within one year of your first workshop with us and further conditions apply - please check with us for more details. If you see other providers with this same offer, it will be because we did it first!

When broken down, the value added features of our Workshops cannot be beat.

What makes us different? No boring academic lectures here! Alan Quilley CRSP, our dynamic instructor, engages participants, truly demonstrating that you can enjoy learning. Sifting through mountains of paper presented in an illogical manner isn't efficient, nor is sitting in a classroom answering hundreds of practice questions. How do we know? Because our students have told us.

Why not learn from an industry leader who actually works with companies, helping them create their Health and Safety programs. With decades of practical experience, highly experienced in Adult Education and the knowledge to help you focus your studies to make your examination writing positive and successful, why look elsewhere? Our business was created and has centered around educating adults in OH&S topics

We don't just teach it, we live it.

When broken down, the value added features of our Workshops cannot be beat. For more details and to register, please visit our [CRSP Workshops](#) page. *Please note that if you have registered for a workshop, but not paid for your spot, we are not holding a seat for you.*

And remember that if you are unable to attend one of our Workshops, you can purchase the very same Manual, Workbook, Multiple Choice/Quick Answer and Long Answer FlashCards that our students receive in our Workshops. Visit our [CRSP Exam Prep Materials](#) page for more details!