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The Earth is Flat and Behaviour Based Safety Doesn't Work Two Obviously Incorrect Statements Made by the Absolutely Ill-Informed! by Alan D Quilley CRSP

There can be no absolutes on an imperfect planet, populated by imperfect humans, thinking imperfect thoughts while using imperfect processes and behaving in imperfect ways. – Alan D. Quilley CRSP

Hello to my many LinkedIn/Blog/Newsletter followers. You haven't really heard from me in awhile and there's been a very good reason. I haven't been moved lately to passionately express my thoughts. Some would suggest the words "motivated" or "activated" would be better descriptions. Whatever words you used...I think at this point it's pretty obvious I've been "inspired" to start typing.

I've found, for whatever reason, LinkedIn hasn't been the place for lively debates nor discussions for some time now. I freely admit I login to LinkedIn at least once a day to check messages and most often to learn rather than to teach. To read much more than I write. There was a time not too long ago when there were several lively debates and discussions that I not only learned from but actually made some very good friends and probably some enemies. (WICKED LITTLE SMILE).

All that being said, I today AGAIN read comments about "Behaviour Based Safety (BBS) doesn't work." "It's been well documented!" and of course the old "Studies Prove!" It's not the first time that I've read these highly ill-informed statements and I'm quite sure it won't be the last. So rather than constantly repeat myself in response to those predictable and very error filled statements...this article will be my standard response to those unfortunate souls who don't know where to look for the correct information about the efficacy of Behaviour Based Safety.

Both BBS failures and successes are to be found if you bother to look in the right places. I've had "BBS Deniers" tell me that examples of legislated behaviours can't be used as examples of when behavioural initiatives have gotten real results. The only logical conclusion must be that the magic

fairly dust a government puts on human behaviour by legislating that behaviour somehow makes it more effective. BBS Deniers would have you believe that BBS has never worked. Of course, you would have to ignore that a bicycle helmet worn voluntarily has never saved an injury... EVER! Yeah that sounds reasonable! WOW, this just gets better and better, doesn't it?

Often what is presented from the BBS Deniers is the statement that "BBS doesn't prevent injuries." They are concluding their discovery that "document search by independent researchers have proved BBS initiatives don't work" is because they are searching the wrong thing! That may very well be true in their tiny little world however, I suggest that the overwhelming observable evidence that BBS works makes their simple-minded statements... BULLFEATHERS!

I'll present this information hopefully in a way that will provide an evidence-based approach. Not one where I cite papers on the subject... because frankly if you want to dispute "The Earth Is Flat" you won't find many papers on that either. Why would anyone waste their independent time and resources disputing something that is so blatantly obvious with overwhelming evidence for most of the humans on the planet to see and learn from? No research funding organization that I know of would bother to fund such a ridiculous waste of resources to counteract the "tin foil helmet" crowd. It's simply not necessary. So to the "BBS Deniers" (and we know who they are), I'll present overwhelming evidence with well observed examples that the ABCs of Human Behaviour are alive and well in

EVERYTHING we do and that safe behaviours are managed every minute of every day somewhere on our planet. Here's a shocker... even in the BBS Deniers' own lives. Hang on to your "tin foil helmets," this is going to hurt a bit (consequences). (JUST A BIT OF A KNOWING GRIN).

BBS Is Alive and Well and the Earth is a Pear-shaped Globe

I'm going to skip most of the fundamentals of Human Behaviour because much has been written already about this subject. I have a brief article here for you to get my spin on this. Almost 100 years of documented human studies have demonstrated that the ABCs are alive and well. Google it!

<https://www.linkedin.com/pulse/abcs-human-behaviour-alan-quilley-crsp/>

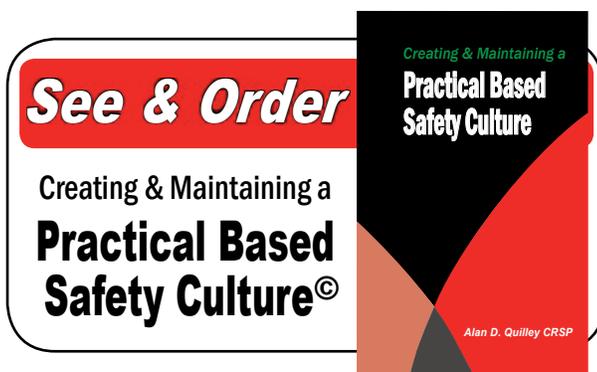
So here are some examples of how BBS is happening effectively all over the planet. There of course are many examples of how it's been poorly managed by employers and consultant companies (you know them as well as I do and I don't need to be sued). That's BBS practiced by ME! (SMALL SMILE).

I'll leave that for you to get from the BBS Deniers if you can get their tin foil helmets off long enough to actually have a conversation with them. Most of them I've found only have the "deliver" the message part of the communication model down...the listening not so much. They have well documented the failures of BBS on their hard drives and blogs so they can rant about it. Funny, you find the same with Flat Earthers! Strange coincidence? I think not.

Examples of BBS in Your Life

As I type this, I'm on an airplane. The only way I could be on this airplane is that I was prepared to perform the compliant safe behaviours chosen by the airline and government in their BBS process. It's a process that gets an extremely high level of compliance...consistently and predictably. Well recorded and observed even with your tin foil helmet on. OK hold your breath...here comes the overwhelming evidence. Take notes if you have to... (BIG SMILE).

First, I must buy a ticket using THEIR process... when I check in, I must comply with their baggage process regarding weight and size of



luggage. I must then show my documentation to the enforcer strategically placed at the entrance of the security screening to ensure I am who I said I am. I must remove whatever items they tell me to remove from my body and my carry-on bag. My bag and I then need to submit to a scan (some more intrusive than others). If they see anything in my bag that causes them a concern I must agree to a physical search of my bag or even my person. If they find things they don't like, I have a choice...give it to them, mail it to myself or don't get on the plane. See any behaviours that are being managed yet? Anything here describing "safety" as an outcome? If not, read on...if so, read the rest of the article with a smile on your face because, to the intelligent among us, I just made my argument. Is it here where I should drop the microphone? (A BIGGER SMILE)!

Once I've complied with all of those BBS behaviours, I must then again prove who I am to the gate agent when the boarding group that is printed on my ticket is called. Once down the ramp I need to show my seat number on my ticket while I enter the airplane. Then stow my carry-on items as instructed and well documented on the "Safety Card" in the seat pocket. If it's too big, I need to "gate check" my belongings ensuring there are no batteries in the bag. Then I'm told to click on my seatbelt (low and tight around my hips). I need to power off my electrical communication devices and/or put them in airplane mode. See any BBS processes at work yet? Any of them "safety related? (THE BIGGEST SMILE YET)!

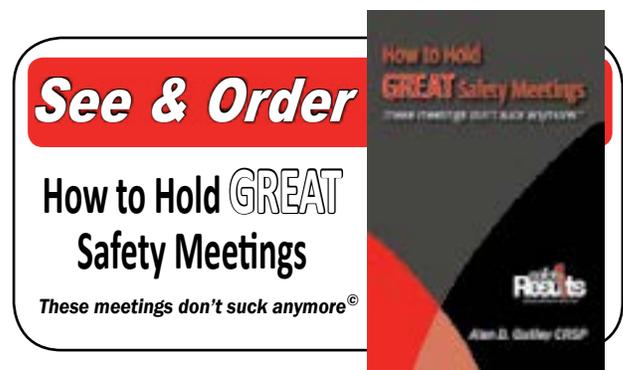
Now, when the plane lands and is travelling to the gate on the ground, try to take off your seatbelt and stand up before the seatbelt light goes out. Go for it! They can see BBS deniers... they stick out like sore thumbs. One of the nice Airline employees will be your safety activator until you comply! Still need evidence that BBS works? WOW, your tin foil helmet is much thicker than I first imagined! (THE BIGGEST SMILE SO FAR).

One would have to be highly ill-informed not to recognize the repeated ABCs of human behaviour model at work...successfully. The extremely high degree of compliance in this one

example alone required NO research paper to prove its validity. I challenge the "tin foil helmet" crowd of BBS deniers to TRY to break any of those Airline rules and see what consequences (the C in the ABC) they experience. Here's what is predictable with high confidence: 1) you'll change your behaviours to be in compliance, 2) you'll drive in your car to your destination because they won't let you on the plane or 3) you'll get arrested and charged! There's some really well documented cases of where THAT'S happened. Again, proving that BBS WORKS! All three consequences (and there may be more possibilities) are BBS in action. Anyway you slice it, airplanes are somewhat safer because of these human behaviours and the BBS model at work.

Let's take on other examples for the hard of learning:

- Every time you choose to use a ladder instead of a chair to reach something – BBS worked.
- Every time you bother to NOT use a wrench as a hammer – BBS worked.
- Having taught your child how to stop at the corner and look both ways before crossing and actually do it – BBS worked.
- Every time you bothered to put your guard on your table saw – BBS worked.
- Every time the car's brake lights in front of you come on and you take your foot off the gas pedal in readiness to press the brake – BBS worked!



- Every time you grab an oven mitt to pull the hot baking pan out of the oven – BBS worked.
- Start your new car without pushing on your break pedal – BBS worked.
- Pulling over for a Police car in your rear-view mirror – BBS worked.
- Having nurses use mechanical advantage to lift patients rather than do it manually – BBS worked.
- Using your optional backup camera on your vehicle to prevent you running into something behind you – BBS worked. (Wow, those cameras aren't even legislated)
- Having an ergonomist recommend, supply, and train employees how to use adjustable workstations – BBS worked. (Another example of injury prevention without legislation).
- Riding one of the many trams at Disney World from the Parking Lots to the Park Gates...try if you dare to break ANY of the announced rules. BBS worked.

Here's a favorite of mine...try walking around with your shoe laces untied...when you trip you will find out that BBS was at work, you were just too silly to comply with what you know is the safe way to put on your shoes and walk around! (WILDLY SMILING AND LAUGHING OUT LOUD!)

Circle checking your vehicle before driving and parking in a way that avoids backing up... couldn't possibly reduce the number of backing incidents...could it? My goodness that's not legislated either! STOP the madness!

If you are still a BBS denier, there really is nothing anyone could present to convince you so stop reading (wait, if you do stop...I just activated that and made you have a behaviour)! I'm REALLY GOOD at this aren't I?

BBS is universally observable in every culture on the planet! If you want documented evidence, expand your search to beyond "Proving BBS is a failure" You will probably get the same number of hits if you search "Prove the earth is flat." Either search is illogical and extremely unscientific. Stop re-enforcing your obvious bias.

At the footnote I've added a few links that clearly demonstrate behavioural change has an effect on negative outcomes...logically how could it not? Training changes behaviour. How could a trained Gas Plant Operator not have safer behaviours than an untrained one? My goodness even typing this makes me embarrassed FOR the BBS deniers.

Almost everything humans do voluntarily demonstrates that BBS is at work. You could be learning for the first time that hot pans burn your hands when you grabbed them...or maybe you were told that hot pans burn your hands by someone with more experience than you. It matters not. All of the variations prove that BBS works when you grab the oven mitts before touching the pan. Now BBS isn't perfect. Nothing is. But it's demonstrated many millions of times every day in our human existence that it's a live vibrant system in action, it's doing well and can obviously be improved!

For those looking for documented evidence search "compliance rates" with seat belts, Cell phone usage, speed limits or Airline policies on safe travel and you'll find compliance numbers that prove beyond ANY reasonable doubt that BBS works to get humans to compliant behaviours. It's certainly not perfect, but it works. Heck, walk onto a worksite that requires PPE. Look at the sign and look at the compliant and non-compliant workers. You'll see evidence of it working or not and then you can do something about it (an intervention) and get compliance. Presto... BBS works!

There you go. I'm done and smiled all through the time it took me to write this. Now go change the batteries on your smoke detector... the thing is beeping telling you to change the batteries. Or you may choose to stop at the next STOP sign you see while driving... again BBS at work. Please make sure you take off your tin foil helmet. It might slip and interfere with your vision. Personally, I have to power down my laptop because it's the "safe" behaviour that has been activated by the bell, the light and the Airplane Captain announcement (THREE activators. Wow, they are most serious about this aren't they?). I'm going to choose the safe desired behaviour chosen for me by the

airline and the government. I want to avoid the predictable consequence of my non-compliance! I don't own a tin foil helmet to protect me! (ROTFLMAO)

Have a very Behaviour Based Safety Filled Day! It's happening to us all!

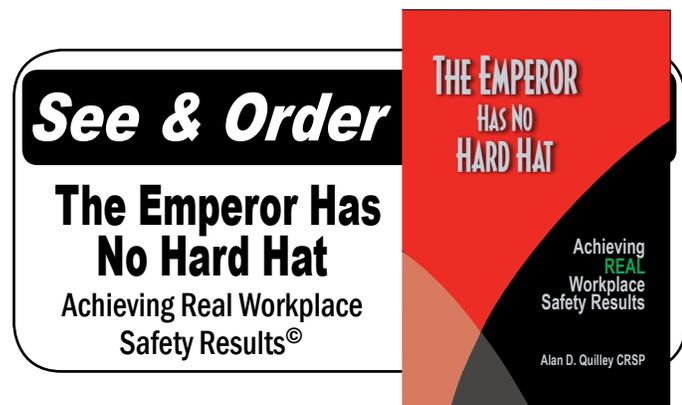
Just a few links for you to explore:

<https://www.ncbi.nlm.nih.gov/pubmed/10908136>

<https://www.sciencedirect.com/science/article/pii/S000145751830006X>

http://virtual.vtt.fi/virtual/proj6/escape/escape_d3.pdf

If you want to read more about PRACTICAL and EFFECTIVE ways to manage OH&S please consider purchasing a copy of my book, "The Emperor Has No Hard Hat"!



On The Net

From COS Magazine:

[**How Should I Update My Safety Policies In Light of Cannabis Legislation**](#)

[**1 in 5 managers may smoke pot before work: Survey - Employers putting policies in place to restrict before-work usage**](#)

From Enform:

[**Legal Does Not Equal Safe**](#)

From The Cannabis Channel:

[**With the legalization of Cannabis in Canada there are a myriad of legal, employment and policy issues. Stay informed.**](#)

Canada-Alberta Job Grant - Using towards our CRSP Workshops

A recent participant of one of our recent CRSP Examination Preparation Workshops was able to, via the company he works for, obtain funds from the Alberta-Canada Job Grant to use towards his registration fee for our Workshop! In his case, his company paid 1/3 and the Grant picked up the balance. The Applicant Guide, Application Form and more information is located at the following site:

<https://www.alberta.ca/canada-alberta-job-grant.aspx>

Our involvement was quite limited, other than providing a letter to the company he works for confirming details of our Workshop. It may be a viable option for employees that fit within the grant's criteria.

Compliments for our CRSP Examination Preparation Workshops

"I attended your CRSP prep course in Sherwood Park earlier this year and was thoroughly impressed. I was going to provide feedback at that point but decided to wait until I wrote the exam in June and received my results. I'm happy to report that I passed on my first attempt, due to your tutelage and course materials. I have strongly recommended your course to a number of my colleagues who will be pursuing their CRSP in the next few years. Thanks so much!"

"Thank you Alan & Marie so much, I couldn't have done it without your training workshop!! I wrote shortly after taking your class and what I learned helped me succeed in the exam. I would 100% recommend this course to others who are thinking of taking the CRSPEX".

"Hi Al & Marie! I am happy to say I got my results and I passed. What a relief! Your course gave me the confidence I needed and a sensible strategy to buckle down and study for the exam. I would highly recommend the course to anyone on the CRSP path".

CRSP EXAMINATION PREPARATION WORKSHOPS 2018 and 2019

Sherwood Park	November 28 - November 30
Orlando (Kissimmee), Florida	December 18 - 20 (Reg'n closes December 4)
Sherwood Park	March 27 - 29, 2019
Sherwood Park	July 19 - 21, 2019
Sherwood Park	September 20 - 22, 2019

Stay tuned for Calgary Workshop dates!

Our intense 3 day CRSP Examination Preparation Workshop fee is \$999.00 + GST. Here's why we know we can help and why you should thoroughly investigate before choosing your CRSP Examination Preparation Workshop and product provider.

Our Workshop price includes the following:

- Material updated to the current 2015 BCRSP Blueprint
- Our Manual, Workbook, Series 1 & 2 Multiple Choice and Long Answer FlashCards (\$910.00 value)
- Our Handbook that contains more practice questions and answers (Handbook is available *only* to participants at the workshop)
- Material is enclosed 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. (Workshop must be based on the 2015 BCRSP Blueprint and further conditions apply- please check with us for more details.

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

What makes us different?

- If you learn better by sitting and listening to a lecturer drone on and on, then this is not the Workshop for you.
- If you learn better by sifting through mountains of paper presented in a random and an illogical manner, then this is not the Workshop for you.
- If you learn better by sitting and answering hundreds of practice exam questions without direction, then this is not the Workshop for you.
- If you learn better by reviewing regurgitated copies of the BCRSP's Study Guides (that you've already paid for!), then this is not the Workshop for you.

How do we know all this? Students who have taken other providers' Workshops have told us. Ours always wins, hands down, every time.

Why not learn from Alan Quilley CRSP, our dynamic instructor who engages participants, and teaches you how to study, truly demonstrating that you can enjoy learning? He's a proven industry leader who actually works with companies, helping them create their Health and Safety programs worldwide. He's a working CRSP who consults and also trains internationally.

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

Our course format is often imitated but never surpassed. Don't be fooled by cheap imitations of our process, format and content. Safety Results Workshops are the gold standard of preparation workshops.

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

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!