

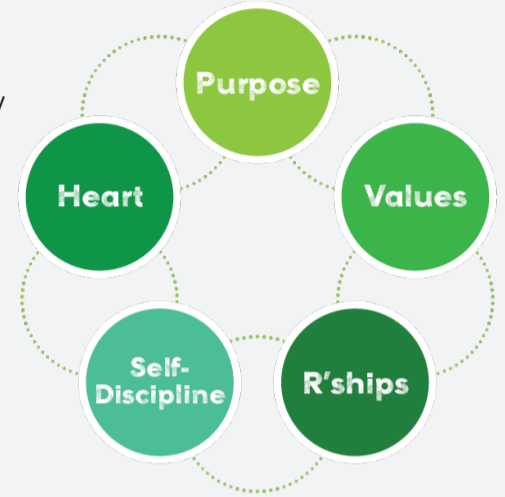


Care Factor Program Executive Summary

The Care Factor program provides “Conscious Safety” skills designed to give participants greater control over their own cognitions to become safer through improved thinking processes, resilience and responsibility-taking, and to improve safety performance by creating a caring and intervention-based culture on site.

The Psychology of Safety

- Safety performance viewed through the prism of a Total Safety Culture model – looking in particular at the Person Component and what really motivates people to stay safe
- Understanding how and why our brain is our most powerful piece of PPE
- Safety interventions – why some people intervene and some don't
- The psychology of positive challenge
- The power of beliefs, including limiting safety beliefs and how to reframe them
- Creating Accountability for our safety – understanding my sphere of control and influence around safety



Creating a Culture of Trust and Care

- Creating trust – an essential component of world-class safety cultures
- Authentic Leadership – the model of leadership research has shown to be the most effective in building intrinsic motivation for safety and caring cultures: From theory to practice – what authentic leadership looks like in the workplace
- Transactional Analysis: Looking at the difference between Parent-Child (command-Control) Leadership versus Adult-Adult (Authentic Leadership) supervision
- The effective use of questions and how we can encourage others to reframe hindering safety beliefs while encouraging self-responsibility
- Creating Accountability and Resilience within our teams – Locus of Control, reframing brutal facts and understanding my sphere of control and responsibility around safety
- Attribution Theory – A powerful tool of positive influence leaders can employ to assist gaining “buy in” with regard to Safety tools and systems while strongly reinforcing desired behaviours



Care Factor Psychological Safety & Wellbeing Program

- Where psychological safety is high, people are more likely to speak up, admit mistakes and ask for help when needed.
- Stress levels are reduced, as are associated sick leave, burnout and staff turnover.
- Moreover, increased psychological safety promotes higher trust levels and enables mental health challenges to be more readily discussed.

