Recognition

Recognition is the greatest motivator. – Gerard C. Eakedale

What it is

Encouraging, appreciating, and rewarding safe and healthy working behaviours.

Why do it

Recognition has the effect of motivating desired behaviors. People who receive positive reinforcement for a behaviour are far more likely to repeat it. This is the basis of creating a workplace culture that promotes and supports healthy, safe work practices. We do what we do because of consequences. Recognising healthy, safe work practices reinforces that the health and safety of workers is valued. Feedback lets workers, and others, know how well they are progressing toward the health and safety goals, allowing them to adjust their efforts to meet those goals.

How to do it

▶ Clarify what are safe and unsafe work practices

▶ Discuss and agree what, and how, healthy and safe work practices should be recognised

▶ Discuss the importance of everyone recognising safe and healthy practices

▶ Provide positive, immediate, consistent feedback for safe and healthy work practices

▶ Provide feedback that is meaningful to the person receiving it

▶ Talk about safe and healthy work practices in crew meetings

▶ Get workers to identify others who are working safely

▶ Celebrate health and safety achievements

▶ Develop the skills to provide effective feedback

▶ Consistently hold people accountable for unsafe practices.

Track it

Use the following checklist to track whether your recognition practices are on track or need action.

In our crew/team, we...	Seldom	Sometimes	Always
Give positive feedback for healthy, safe practices			
Celebrate health and safety achievements			
Call each other out on unsafe or unhealthy work practices			
Discuss what supports healthy, safe practices			
	Urgent action required	Action required	On the right track

Remember...

People who receive meaningful recognition for a particular behaviour are more likely to repeat it. We want positive feedback to be part of our workplace culture (i.e., the way we do things here).