Good Enough Mindset Meeting Kit

We have all heard the refrain its ¨good enough¨. However when dealing with workplace safety that phrase ¨good enough¨ does not meet the safety bar. Safety is all about identifying and addressing hazards in the workplace. Proper time and moreover energy must be applied to eliminate, or at least to mitigate Hazards in addition to the identification of those hazards.

What is the origin of the phrase ¨Good Enough¨?

Here are some reasons why workers may accept unnecessary risk performing their responsibilities.

1. **Complacency**. For individuals who have been doing their work for long periods of time, complacency can be one of the biggest challenges to avoiding a “good enough” mindset.
2. **Lack of training or understanding**. Some workers, especially those less experienced, may not understand the importance of taking certain steps to protect themselves and those around them while completing their work.
3. **The culture of their work group or the company as a whole support tolerating risk**. When supervisors or coworkers do not follow safety rules or procedures then others around them are more willing to also not follow the rules and settle for good enough.
4. **Lack of energy or fatigue.** There are many times we do not feel 100%. Lack of energy is a huge problem across the U.S. with all the demands we deal with both at home and at work. When fatigue or lack of energy becomes an issue our work suffers, including being safe while at work.

HOW TO AVOID A “GOOD ENOUGH” MINDSET

Here are tips to help create your own safety MINDSET and avoid a ¨Good Enough¨ MINDSET:

AWARE: Pay attention. Stay alert to the possible hazards in your work environment so that you can take steps to correct or guard

against them. For example, knowing that there's snow and ice on the ground will help you wear the correct footwear and be mindful of walking around icy spots.

FOCUS: Concentrate on the task(s) at hand. Distractions, boredom or fatigue can lead to accidents and other safety hazards. Take good care of yourself. Getting plenty of rest and staying alert may prevent accidents.

STRONG: Have the strength to do the right thing even when it's easier not to. Follow safety procedures. Remind co-workers of safety precautions. Follow district policy at all times.

PATIENCE: Take the time to do things correctly every time – like always buckling your seatbelt, even on quick trips. Be aware of your surroundings – even if you need to take a moment to assess the setting. There are no shortcuts to safety.

RESPONSIBLE: Take responsibility for a safe work environment. If you see something out of place, pick it up or alert someone who can help. Someone may fall on that item and become injured if you don't. You can't ever assume that someone else will take action – let it be you!

THINK: Stop to think before you act. Accidents are not the result of bad luck. They occur when someone decides (consciously or not) to take a chance. Be smart and avoid taking unnecessary risks. Take the time to thoughtfully ensure that objects are safely in their place, and conditions are favorable for your activity before you begin.

BEST PRACTICES TO AVOID ¨GOOD ENOUGH¨ MINDSET

The underlying organizational culture and safety mindset determines the degree to which safety is integral to everyday thought processes and work habits. That´s why creating and championing a ¨safety first¨ mindset must be everyone´s job.

Best practices include:

- Provide safety training and/or refresher training for all workers;
- Provide warnings in the form of signs, posters, toolbox talks, etc;
- Send out safety memos by mail or email;
- Place safety reminders in employee payroll envelopes;
- Provide weekly toolbox talks to remind workers about safety related to specific jobsite tasks.

OVERVIEW

We must all be passionate about safety and constantly reinforce it within our collective consciousness. It’s one thing to say “safety matters”, but it’s another to have it indelibly etched into the mind of the workforce so that it is second nature for them to take care of themselves and their team members every day on the job. We stay safe together. Safety as a way of life is a cultural mindset that can be ingrained and built upon year over year.

TAKEAWAYS

- Don’t get hurt and do everything you can to keep other people from being hurt.
- Safety doesn’t cost. It pays.
- If you don’t think it’s safe, don’t do it.

FINAL WORD

“Good enough” is a mindset that plagues individuals both at work and at home in different aspects of life. When we aim lower than what we know our potential is we are leaving a lot on the table. When it comes to safety at work, aiming lower than what is expected can lead to serious injuries.