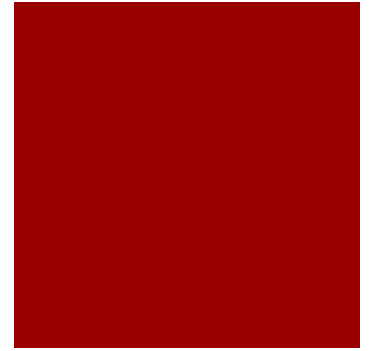# Safety Mindset

Tyler McCallum

Resources

- What is our industry's most valuable resource?
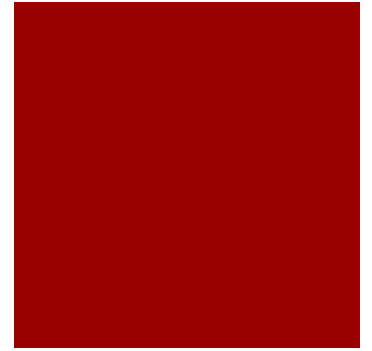
Drillers

Employees

- Most important natural resource

- Asset protection

- Preventative maintenance program

- Establish SOP's

- Common mission/goal

Safety Philosophy

- Cannot turn it on/off

- Not a list or a handbook

- Subconscious mindset

- Blankets ALL of our decision making

- Why?

Why $afety?

- Obvious reason- Don't get hurt!

- If we have accidents, we lose productivity

- Lose productivity we lose business

- Lose business we lose our jobs

- Without safety there is no job

Safety Challenges for MRD

- 1-2 man crews

- Isolated locations

- Numerous jobsites

- Varying application of services

- Levels of regulation (OSHA, MSHA, ATF, etc.)

Safety Supervision

- Employees need reminders, but constant supervision is not a reality

- How can we promote a consistently safe work environment with everyone, everywhere?

- Safety Blanket Mindset
  - Safety is not at the front or back of mind, it is all encompassing
  - EVERY decision must be made with SAFETY as the overarching theme

Why Mindset?

- Cannot create rules and expect people to instinctively follow them

- The more restrictive the rules, the less effective each one is (safety capital)

- Do not IMPOSE rules

- The WANT and NEED to be safe
  - So they have this SAFETY mindset when unsupervised
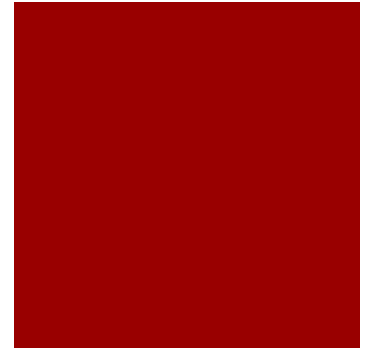 - Not only following but promoting

Safety Blanket Mindset

- Communicate the WHY

- OK to talk about the MONEY

- More HONEST you can be, more impactful your message will be

- If you are holding back, so will your people

WHY Safety?

- Want everyone to go home safely

- Would like to keep my job

- Would like all of us to make some money

- Now how do we implement?

Look in the mirror

- Do you truly believe?

- Are you buying what you are selling?

- Or are you a vegetarian working at a steakhouse?

How to implement Safety

- 1. Explain why we do what we do

- 2. ACTIVELY ask for input(not a suggestion box)
  - Be ready for some "dumb" questions

- Open door policy goes both ways
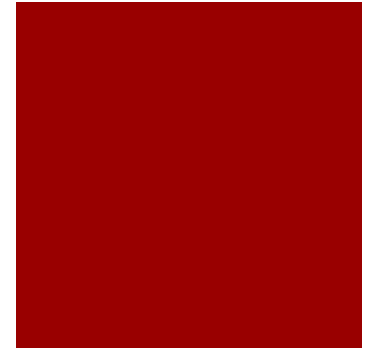 - Get with your team

Dumb Questions

- Reflection on the rules in place and how they were presented

- Reflection of your ability to explain clearly

Use the input

- Listen

- Apply the good

- Discuss the bad

- Fire the ugly

Believe in the Mission

- Do YOU?

- By giving your team input, it makes this not YOUR mission, but OUR mission

- Ownership, responsibility to safety on ALL levels at ALL times

- Something we all built together

Who's plan is it?

- Has anyone every given you a plan you knew wouldn't ever work? Did they think that?

- How hard did you try to execute?

- What if it is your own plan?

- Give your team this ownership by making it THEIR plan

- Set parameters

Standardize SOP's

- Upload Job Site Hazard Awareness Daily Logs

- Allow team members to make decisions within the framework

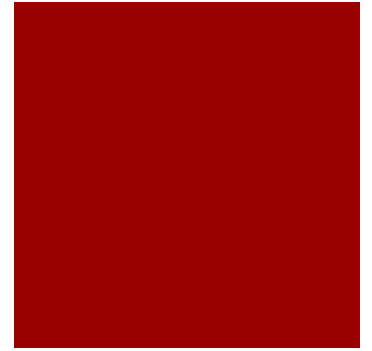- Cannot micro-manage/make decisions for team members

Allow Mistakes

- Respect mistakes, they are not trying to actively be unsafe

- Discuss mistakes, understand WHY this happened

- Do not blame them, first look within to see where you could have done better (Ownership)

- This is the only way we learn

Encourage Reporting

- Zero accident rewards?

- What are we really doing here?

- Open door policy

- Back your people 100%, they are not trying to make mistakes

- We WANT mistakes, they make us BETTER

Understanding & Believing in the "Why"

- If your team understands WHY they are doing what they are doing they can make decisions that are in line with the common Safety goal

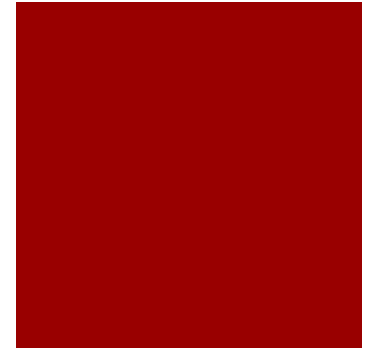- If people understand & believe in WHY, they take ownership in process

WHY is this Important to Safety?

- We cannot control every variable

- Situations are fluid, jobsite conditions are fluid

- If employees do not know the WHY of what they are doing, they will be paralyzed when something strays from the plan

- Waiting for direction instead of adapting and acting

Overall Safety Philosophy

- Safety is fluid

- Safety is ownership in plan/mindset

- Ownership turns in to leadership

- Lead your team

Thank you