

April 2015. Safety and motivation: How de-motivation can creep into the workplace.

Much is written about safety and motivation but perhaps a better concept to look at would be de-motivation. No one would intentionally attempt to de-motivate safety efforts, but de-motivators can creep into the workplace. Here are some de-motivators:

- Continual negative safety communication rather than including positive feedback about “safety done right.”
- Workers don’t receive timely, detailed information from or have regular contact with supervisors/management.
- Workers feel their supervisor/management does not trust them, perhaps as evidenced by micro-management.
- There is no mechanism to collect worker input and when there is such a channel worker feedback/suggestions are not acknowledged.

Make sure that your workplace does not include de-motivators!

Source: EHS Today, “Safety and Motivation”, Terry L. Mathis (Founder and CEO, ProActSafety), March 5, 2015: <http://ehstoday.com/safety/safety-and-motivation>