

Don't let safety become a bully!



Tanya Steele
@tansteele



What did you come to learn today?

- ① Communicate more effectively through training.
- ② New teaching techniques to be a better trainer.
- ③ Create a learning environment that workers enjoy.
- ④ What? I thought this was a session on how to embrace my inner thug and explore the history of how to be a gangsta.

Don't let safety become a bully!



Communication



"The art of being able to transmit information, a thought, or a feeling so that it is satisfactorily received or understood."

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Personality

When I have several ways to get a job done, I usually:

- A. Review the pros and cons of each way and choose
- B. Choose a way that I can begin to work on it immediately
- C. Discuss ways with others and choose the one most favored
- D. Review the ways and follow my "gut" sense about what will work best

When performing a job, it's most important to me to:

- A. Do it correctly regardless of time involved
- B. Set deadlines and get it done
- C. Work in a team, cooperatively with others
- D. Demonstrate my talents and enthusiasm

I am willing to take risky action if:

- A. There are facts to support my action
- B. It gets the job done
- C. It will not hurt others feelings
- D. If feels right for the situation

In working on a long term job, it's most important to me to:

- A. Understand and complete each step before going on to the next step
- B. Seek a fast, efficient way of completing it
- C. Work with others in a team on it
- D. Keep the job stimulating and exciting

The most enjoyable part of working on a job is:

- A. The information you need to do it
- B. The results you achieve when it's done
- C. The people you meet or work with
- D. Seeing how the job contributes to future progress

A – Analytical Style

- ◆ Does the job correctly
- ◆ Likes facts and figures
- ◆ Focuses on steps and objectives
- ◆ Seeks logical explanations

B – Drivers Style



C – Amiable Style

- ◆ Works cooperatively
- ◆ Likes people and fairness
- ◆ Focuses on process
- ◆ Seeks informality



D – Expressive Style

- ◆ Works enthusiastically
- ◆ Focuses on hunches
- ◆ Has "vision"
- ◆ Seeks stimulation



Generations & Learning



Multigenerational Divisions

Traditionalists	Born 1922-1945
Baby Boomers	Born 1946-1964
Generation X	Born 1965-1978
Generation Y Millennial's	Born 1979-2002


Training Talks

It is an extremely rare person who can give an effective talk without being prepared!

BE PREPARED

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Environment





You learn best when you don't know your learning.

- Learn names
- Eye contact
- Moving / Gestures
- Voice
- Careful of jargon
- Give clues to participate
- Ask Questions
- Have fun
- Proof of Knowledge

People Remember

10% of what we read
20% of what we hear
30% of what we see
50% of what we see and hear
80% of what we say
90% ???????



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50% of what we see and hear
80% of what we say
90% of what we say as we act



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Learning is....

"A relatively permanent change in behavior which occurs as a result of experience"


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Accidents happen because of:

- ① Lack of Knowledge
- ② Not Paying Attention
- ③ Complacency

Listening Skills


- Be interested
- Listen to the whole idea
- Listen for reasons, theories and facts
- Be attentive / Be present



Body Language



What have you learned so far?








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