Adult Safety Training
Top Ten Tips

Jonathan Y. Richmond, PhD
Playground Coordinator

Offer Incentives

- **Give trainee reasons for attending**
- **Positive incentives better than negative**
- **Time off works**
- **Certificates are good**

Incorporate Humor

- **Practice, practice, practice**
- **Used appropriately, reinforces point**
- **Inappropriately, lost audience**

Use Pyramid Approach

- **Not everyone needs the same training**
- **Provide core training to all**
- **Offer specialty modules to meet needs**
- **Train on need-to-know basis**
- **Proficiency testing for BSL-3 folks**

Share Training Responsibilities

- **Supervisory role is to ensure training is done**
- **Train more trainers**
- **Use additional expertise**
- **Being a "teacher" can be a reward**

Make It Timely

- **Reach new employees early on**
- **Same for re-assignees**
- **Follow-on to incidents**
- **Use "teaching moments"**
- **Stay tuned to new technologies**

Personalize the Training

- Use examples from their laboratories
- Slides, video tape of their colleagues
- Examples of real or relatable incidents
- Update your materials

Vary Your Techniques

- All training doesn't have to be a seminar format
- Try interactive programs
- Competitive teams may work
- Use rewards, prizes

Train On-Site

- Take training to trainees
- Safety seminars, fairs, etc
- Incorporate into other meetings
- Not all training has to be in classroom

Follow-Up to Training

- Don't just train 'em and leave 'em
- Monitor, review
- Go on-site to observe behaviors
- Consider a follow-up quiz

Organize

- Organize, organize, organize
- Use super graphics!
- Don't waste trainee's time
- Establish rapport with trainees
- Adult students are different

Bonus Tip

- Make it relevant
- It's not what you say, it's how you say it!

Process Communication

- Words
- Tones
- Gestures
- Posture
- Expressions

Physical Needs

- After physical needs are met, psychological needs become our primary motivators

Psychological Needs

- Term describing those powerful desires that motivate each of us to want certain things & to act in certain ways
- They are innate & must be satisfied if we are to stay in a positive & productive frame of mind

Personality Types

- When we recognize personality types in others, we can identify their psychological needs and:
  - Invite them into effective communication
  - Motivate them
  - Invite them out of stress

The Workaholic

The Workaholic

- Logical, responsible, organized
  - Mr. Spock, Linus, Rabbit
  - % pop/m/w: 25/ 75/ 25
- Worry lines on forehead
- Dress for situation: neat, pressed
- Environment is organized, in place; awards

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The Workaholic

- **Thinks logically, synthesizes facts**
- **Thinks first, categorizing people and things**
- **Needs to be recognized for thinking, accomplishments**
- **Requires time structure**

The Persister

The Persister

- **Dedicated, observant, conscientious**
  - **MLK, Superman, Madam Curie, Owl**
  - **% pop/m/w: 10/ 75/ 25**
- **Furrows between eyes; intense eyes**
- **Dress for organization, conservative**
- **Environment is functional, traditional, antiques**

The Persister

- **Gives opinions, judgments, beliefs**
- **Judges first**
- **Evaluates people & things with opinions**
- **Needs beliefs, convictions and accomplishments to be recognized**

The Reactor

The Reactor

- **Compassionate, sensitive, warm**
  - **Mr. Rogers, Bones McCoy, Winnie-the-Pooh, Christopher Robbins**
  - **% pop/m/w: 30/ 25/ 75**
- **Moon over eyes**
- **Clothing, makeup important**

The Reactor

- **Dress for other reactors, well-groomed**
- **Environment is cozy, soft music, plants**
- **Feels first about people and things**
- **Needs recognition as a person**
  - **Wants to hear "I care about you"**

The Dreamer

The Dreamer

- **Imaginative, reflective, calm**
  - **Clark Kent, Charlie Brown, Radar, Eeyore**
  - **% pop/m/w: 10/ 40/ 60**
- **Smooth face, few age lines, no make-up**
- **Dress for weather, comfort**

The Dreamer

  - **Style not important**
- **Environment has no frills, rustic**
  - **Not important**
- **Able to be introspective, hand skills**
- **Motivated to action by people, things**
- **Needs private time and own space**

The Rebel

The Rebel

- **Spontaneous, creative, playful**
  - **Snoopy, Dennis, Hawkeye, Tigger**
  - **% pop/m/w: 20/ 40/ 60**
- **Smile lines around eyes/mouth, twinkles**
- **Dress for attention, unique, unusual**

The Rebel

- **Environment is full of stimulation**
  - **Posters, games, lights, music**
- **Able to play and enjoy the present**
- **Reacts to people and things with likes and dislikes**
- **Needs being contacted playfully**

The Promoter
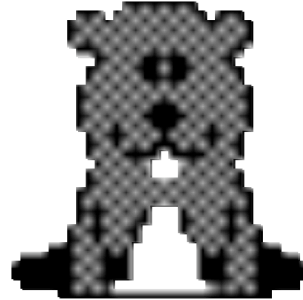
The Promoter

- **Adaptable, persuasive, charming**
  - **PT Barnum, James Bond, Gopher**
  - **% pop/m/w: 5/ 60/ 40**
- **Ruddy complexion**
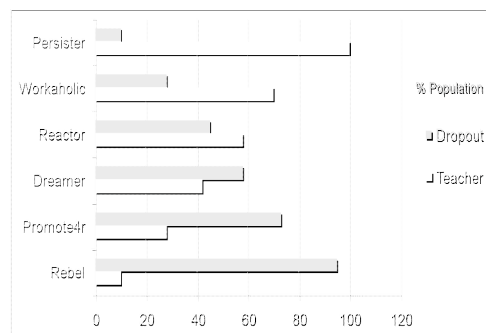- **Flaunts expensive clothing and jewelry**

The Promoter

- **Environment has thick carpets, trophies, reds and blacks**
- **Able to be firm and direct**
- **Action oriented**
- **Needs great deal of excitement in a short period of time**

Communication Modes

- **The "channels of communication" vary with the personality type:**

Teachers & Drop-Outs

Applications

- **Teaching moments**
- **Motivating colleagues, employees**
- **"Cold calls"**
- **Emergency response**
- **Family situations**

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Try it!