



Collaborative Culture of Safety™ Systems and Behaviors Response Guide®

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System Design

Key:

Red boxes to be answered by the employer using:
• Peer Perspective

Blue boxes to be answered from the perspective of the employer OR EMPLOYEE

Test the Existing System:
1) Does it mitigate risk?
2) Does it create conflicts?

START

Identify the Risk
• What Competing Priorities are driving behavior? (Values?)

Quantify the Risk
• What is the Severity?
• What is the Likelihood?
• Is it High Severity, High Likelihood?

If the current system is used as designed, what is the probability that the system will effectively mitigate risk?

High

If the current system is used as designed, does it adversely affect other critical operational priorities?

Yes

No

Is the current system as designed acceptable to the organization?

Yes

No

Go to Employee Behaviors

Propose System Redesign:

-Can the system contributor(s) to the risk be removed?
-Can the system contributor(s) to the risk mitigated by installing or strengthening one or more of the following system design strategies:
• A Barrier?
• A Redundancy (backup or parallel component)?
• A Recovery option?
-Is there another System Design strategy available?

Yes

No

Go to Employee Behaviors

Test your Proposal(s):

- 1) Determine the probability that the system design strategies being considered will be effective in mitigating the risk if used as designed.
- 2) Would the System Design strategy adversely affect other critical operational priorities? (For example, operations, efficiency, production, privacy, etc.) (If not, then continue below)
- 3) If the design strategies have a high probability of mitigating the risk and a low adverse operational impact, then escalate for implementation
- 4) Integrate with behavioral strategies for improvement
- 5) Implement the system design strategies according to priority and measure results



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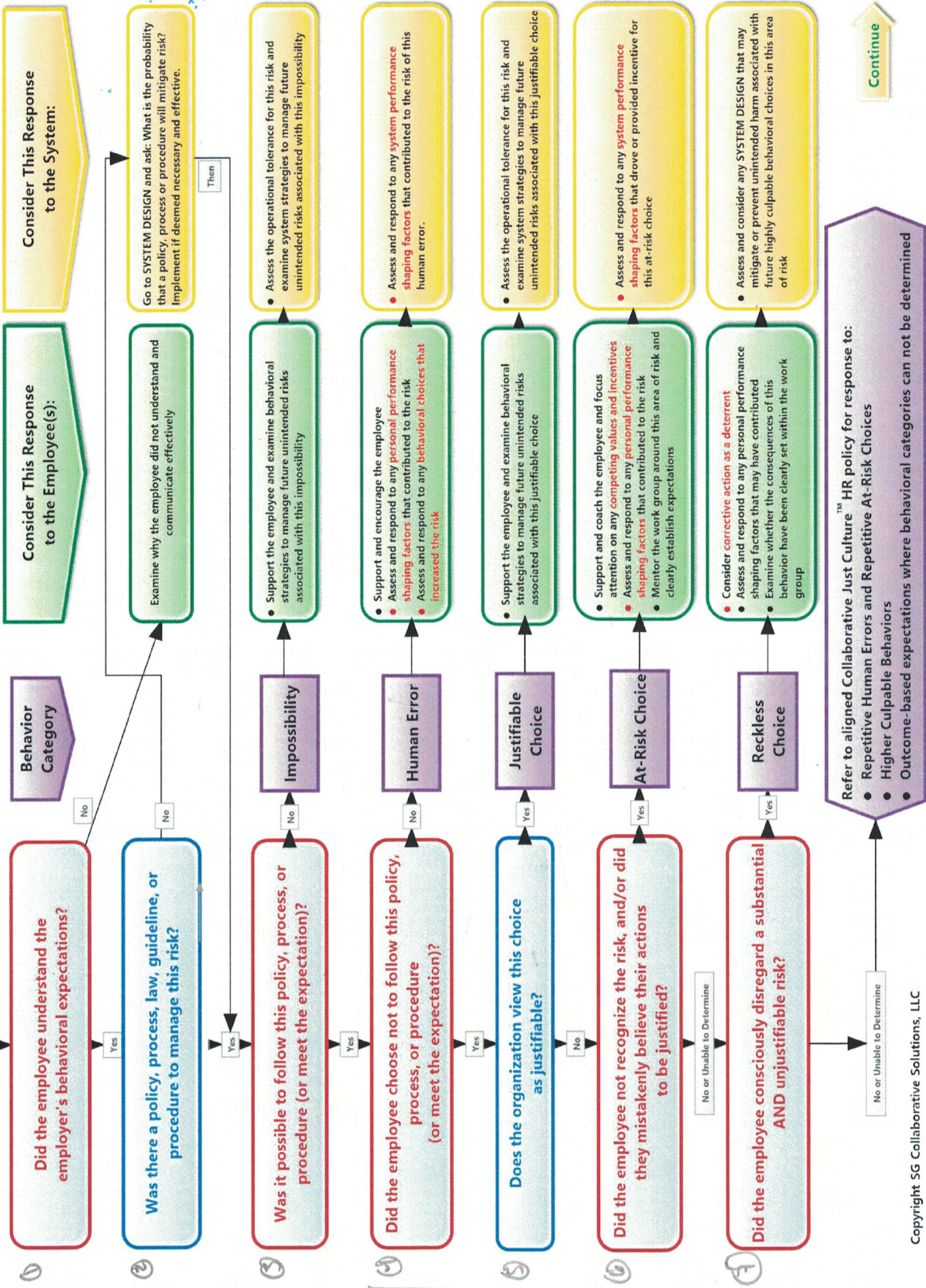
Employee Behaviors

Key:

Red boxes to be answered by the employer using:
 - Peer Perspective (by default) or the Individual Perspective (if able)

Subjective Objective

Blue boxes to be answered from the perspective of the employer / IMPOSER



1

2

3

4

5

6

7

Yes/No
 It's objective