

Behavior Based Safety (BBS) Training - Free Download

Good morning everyone. My name is _____, and I am your Safety Officer.

Today's session focuses on Behavior Based Safety (BBS) - one of the most effective approaches to preventing workplace incidents. BBS focuses on understanding why people behave the way they do at work and how to encourage safe behavior through observation and feedback. By the end of this session, you will learn what BBS means, how to observe and record unsafe acts, how to provide constructive feedback, and how to build a culture where safe behavior becomes a habit, not just a rule.

1. What is Behavior Based Safety (BBS)?

BBS is a systematic process that identifies and reinforces safe behaviors while discouraging unsafe ones. It relies on employee observation, feedback, and participation to improve safety performance.

2. Objectives of BBS

Reduce human error, promote self-awareness, strengthen communication, and develop a positive safety culture.

3. The ABC Model of Behavior

A - Antecedent (trigger), B - Behavior (action), C - Consequence (result). Changing behavior means adjusting antecedents and consequences to encourage safer actions.

4. Core Principles of BBS

Focus on behavior, not attitude. Observations are non-punitive. Participation is voluntary, feedback is constructive, and data drives improvement.

5. Why BBS Matters

Most incidents are caused by unsafe acts. BBS bridges the gap between systems and people by addressing human factors in safety.

6. Unsafe Acts vs Unsafe Conditions

Unsafe acts are choices that increase risk (e.g., no PPE, shortcuts). BBS focuses on these behaviors rather than physical hazards.

7. Key Roles in a BBS Program

Management: support and resources. Supervisors: lead by example. Observers: monitor and give feedback. Workers: follow and improve.

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8. Observation Process

Identify task, observe behaviors, record safe/unsafe acts, give feedback, and analyze data. Observations should be discreet and positive.

9. Feedback Techniques

Start positive, address unsafe acts calmly, focus on the behavior not the person, discuss reasons, and agree on improvements.

10. BBS Observation Checklist Example

Categories include PPE, tools, housekeeping, body position, and procedures. Use to identify trends and training needs.

11. Encouraging Participation

Promote involvement through trust, recognition, and clear communication. Participation should always be voluntary and non-punitive.

12. Building Trust

Trust enables open reporting of unsafe acts. A no-blame environment fosters genuine improvement and cooperation.

13. Data Collection and Analysis

Collect observation data to find recurring unsafe acts and high-risk areas. Use data for training and hazard elimination.

14. Behavior Reinforcement

Recognize and reward safe acts through praise, certificates, or small incentives to encourage repetition of positive behavior.

15. Removing Barriers to Safe Behavior

Address issues like time pressure, poor tools, or low morale that prevent workers from choosing safe actions.

16. Integrating BBS with Safety Systems

Combine BBS with systems like PTW, audits, and risk assessments for a complete safety management framework.

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17. Supervisor and Management Commitment

Leaders should participate in observations, discuss findings, and model expected safety behavior at all times.

18. BBS Observation Frequency

Routine work: weekly; high-risk work: daily; new teams or contractors: first-week focus observations.

19. Handling Resistance

Address resistance by explaining benefits, listening to feedback, and ensuring BBS is not a fault-finding exercise.

20. Communication and Feedback Loops

Share results in team meetings or bulletin boards. Transparency motivates continued participation and improvement.

21. Using Data for Continuous Improvement

Analyze trends to revise training, procedures, and engineering controls. Use lessons learned to improve performance.

22. Linking BBS with Performance Appraisals

Include BBS participation in performance discussions to promote ownership of safety responsibilities.

23. Case Studies and Lessons Learned

Case 1: Refinery reduced hand injuries by 60% using BBS. Case 2: Contractor participation improved after management joined observations.

24. Common Mistakes in BBS Implementation

Using BBS as punishment, ignoring feedback, or failing to act on observation data reduces trust and program effectiveness.

25. Success Factors

Strong leadership support, open communication, frequent feedback, and positive reinforcement ensure success.

26. Summary and Key Messages

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BBS focuses on actions, not attitudes. Observe, record, and give feedback. Reinforce safe behavior, build trust, and use data for improvement.