



The Successful Way To Change Behaviour



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## Fundamentals of human behaviour

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## Why safety has to be a leadership task?

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## Fundamentals of human behaviour

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## Humans need challenges

Humans want to

- Take high subjective risks sometimes
- Know their own limits
- Prove themselves
- Solve problems
- Receive acknowledgement
- Have fun

**We have to make safety a challenge ...**

## Humans not only act based on their knowledge

Safe or unsafe behaviour depends on the knowledge and skills (be able to) AND the willingness (want to)

- Lack of knowledge or skill is seldom the reason for unsafe behaviour
- Often subjective reasons lead to safe or unsafe behaviour

**We have understand the  
WHY  
behind the behaviour...**

## Illusion of invulnerability

Humans take high risks, because they are convinced, that they will manage the situation

- Advantage: Without this illusion a “normal” life is not possible
- Disadvantage: This illusion might lead to an underestimation of risks

**We need to stipulate clear  
behavioural rules...**

## Change of behaviour needs consequences

Humans

- Don't think that every rule does make sense and some rules they perceive as annoying
- Feel that some rules do patronise them and want to bypass them

**Change of behaviour needs  
positive and negative consequences...**

## Human behaviour is mostly driven by experience

- Humans tend to repeat behaviour which had a positive outcome
- Humans tend to change behaviour which had a negative outcome

**Not addressing unsafe behaviour  
immediately means accepting ...**



**Keep in mind:  
Change of behaviour means  
leaving the “comfort zone”**

**No change of beloved behaviour  
without resistance!**

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## **Fundamentals of human behaviour**

We ...

... need challenges.

... have the illusion that we are invulnerable.

We tend to ...

... repeat behaviour with a positive outcome.

... change behaviour with a negative outcome.

**Change of behaviour is not  
possible without consequences**

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