

# CHANGING INCORRECT ERGONOMICS THROUGH POSITIVE REINFORCEMENT

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Air Products

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- Slido questions

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- Why do kids do it right and adults do it wrong?
  - What’s in it for me? Quickest way/shortcut, confirmation bias (nothing has happened to me before)
  - Learned incorrect behaviour (lose the use of the correct muscles)
- Need to engage brain and muscle



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- Incorrect techniques (even minor) can lead to injuries over time
  - Example bicep tendon rupture
  - Carrying a 15kg cardboard box, with correct technique
- **It wasn't the specific technique that was incorrect, it was the history**
  - Getting techniques right early, will protect people's health in later in life



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- People's behaviour learned over 20-25 years cannot be changed overnight
- One off classroom is not sufficient, unlearning takes time
- This is not just a tick box exercise
- Needs constant positive reinforcement
- Peer to peer challenging
- Needs to include outside of work (home)



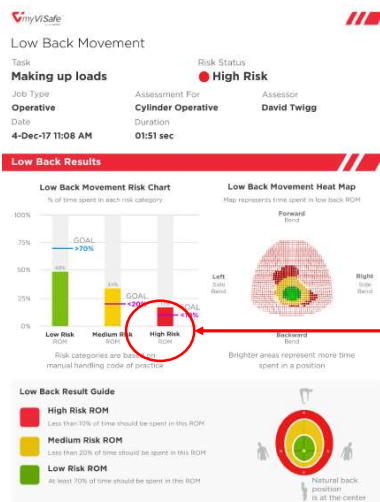
- Wearable technology is available to help do it right or reinforce correct technique
- Technology can be an aid to changing behaviours
  - Training/observation/feedback is still required

- Use of tools can reduce risk for highly repetitive tasks



7

- Initial assessment



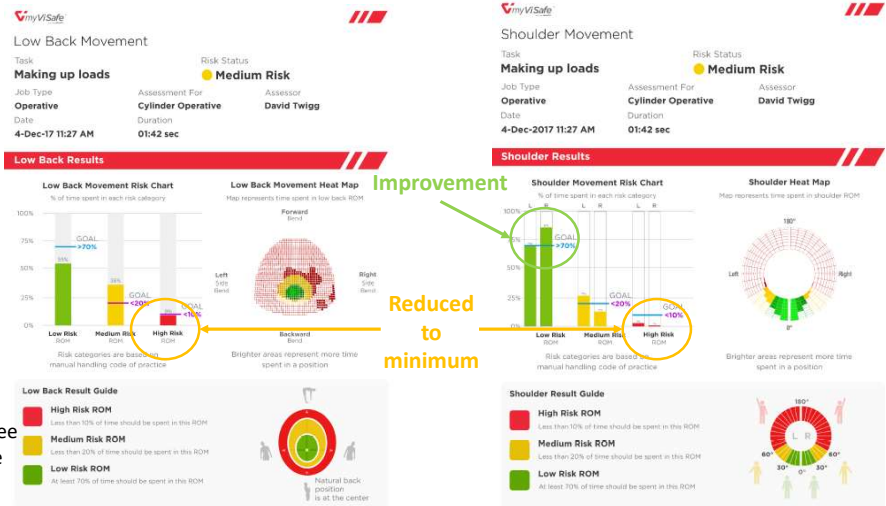
High Risk

8

- After refresher advice



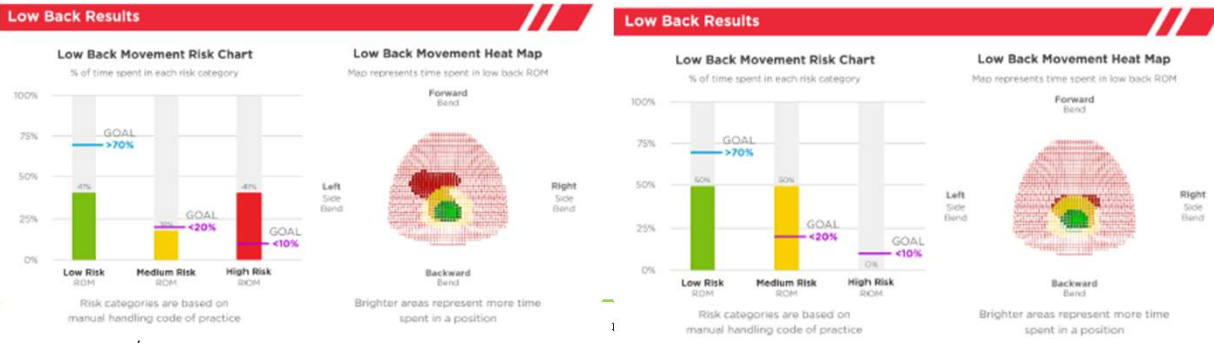
Visual demonstration to the employee of the improvement due to a change in behaviour while performing task



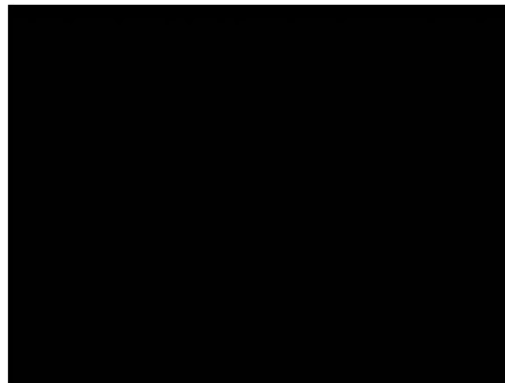
- Using grip on catwalk



- Moving grip



- People’s behaviour learned over 20-25 years cannot be changed overnight
- There isn’t a magic pill
- Constant positive reinforcement
- NAPO video – ‘Think to move’
- <https://www.napofilm.net/>



EIGA Ref.	Document title	Link
Doc 229	Guidance for Manual Handling Activities of Cylinders	<a href="http://www.eiga.eu">www.eiga.eu</a>

