



HILE GROUP

Integrated Safety Mindset (ISM)

WEDA Dredging Summit and Expo

Session 2C-Reducing Risk in the Dredging Industry

Las Vegas, NV

July 18, 2023

welcome message

Who we are:

Julie Hile

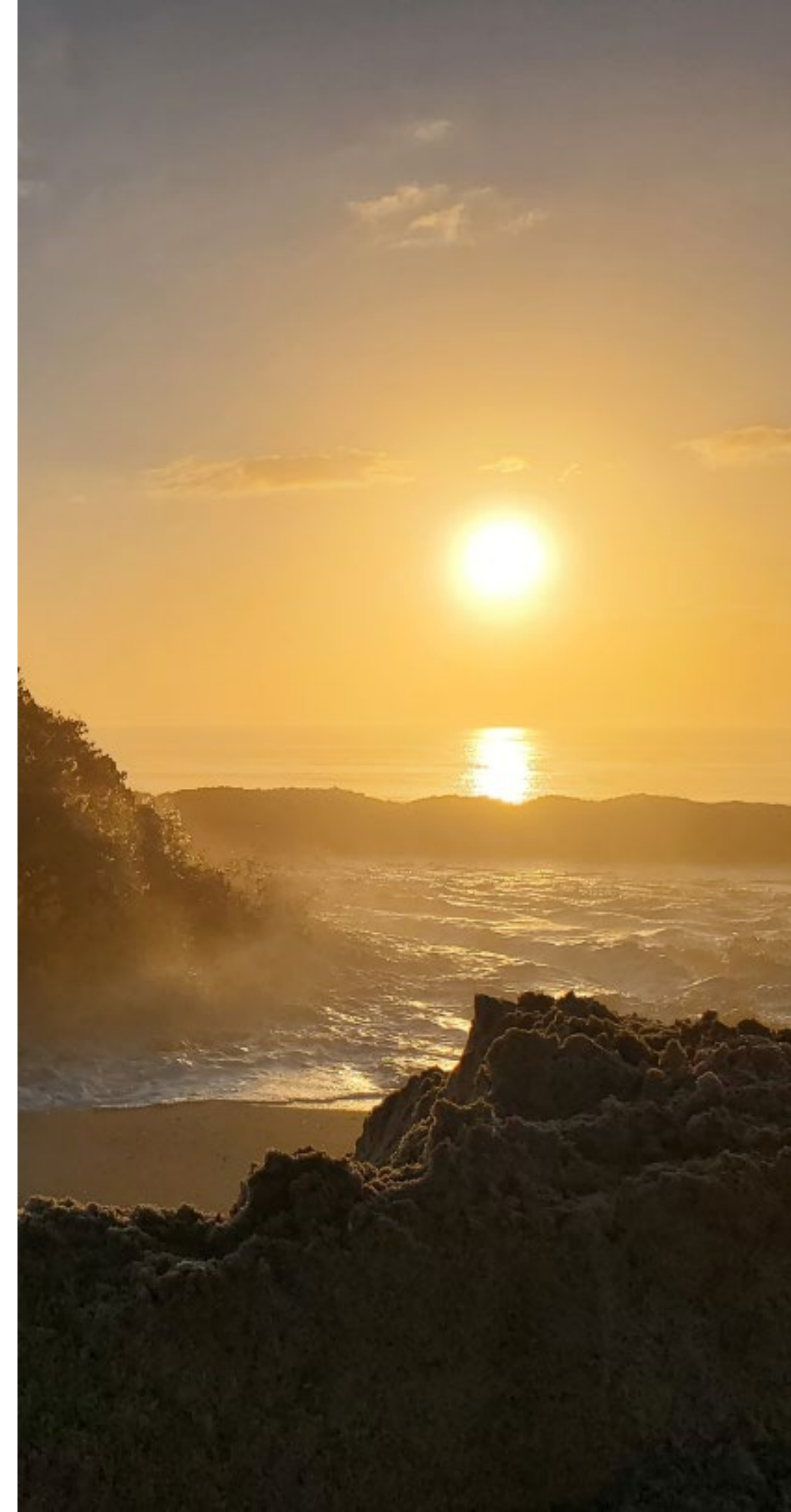
President
Hile Group

Emily Kelahan, Ph.D.

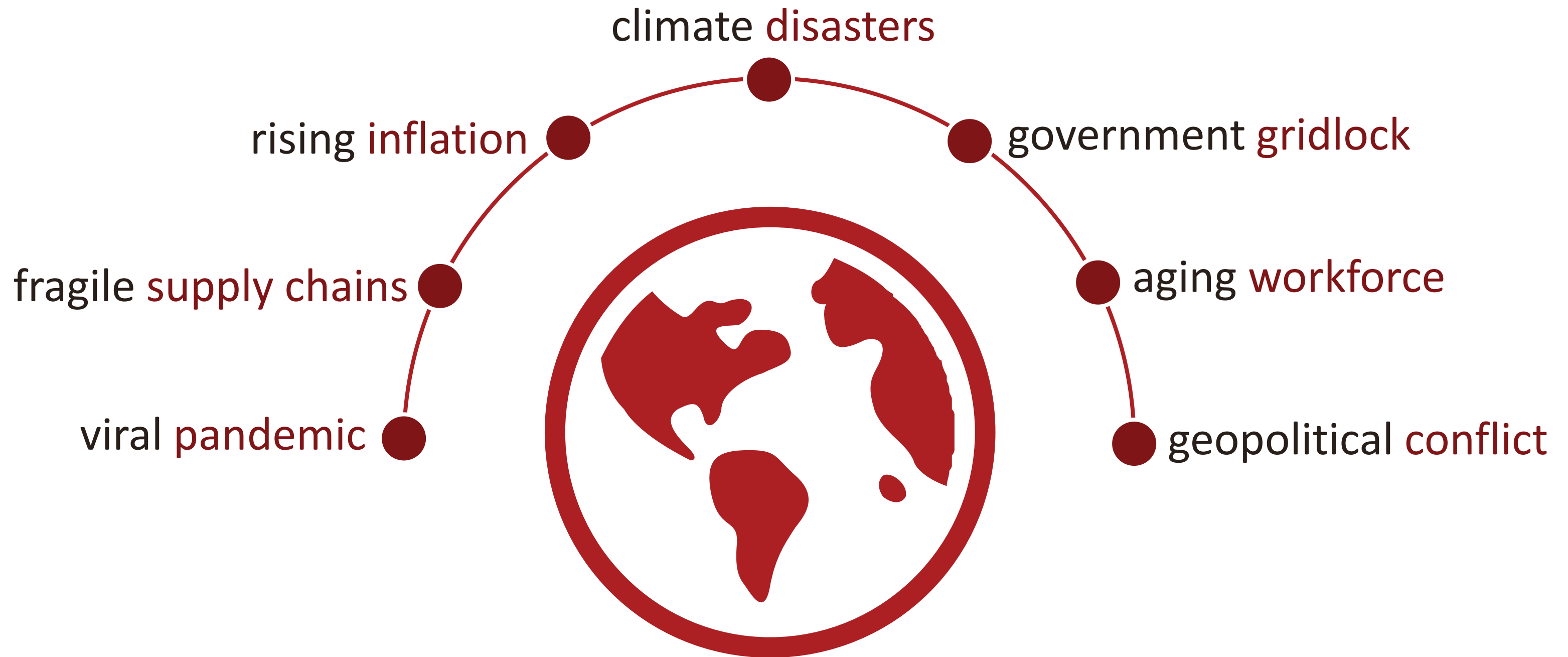
Performance Consultant
Hile Group

Jonathan Seiden

Performance Consultant
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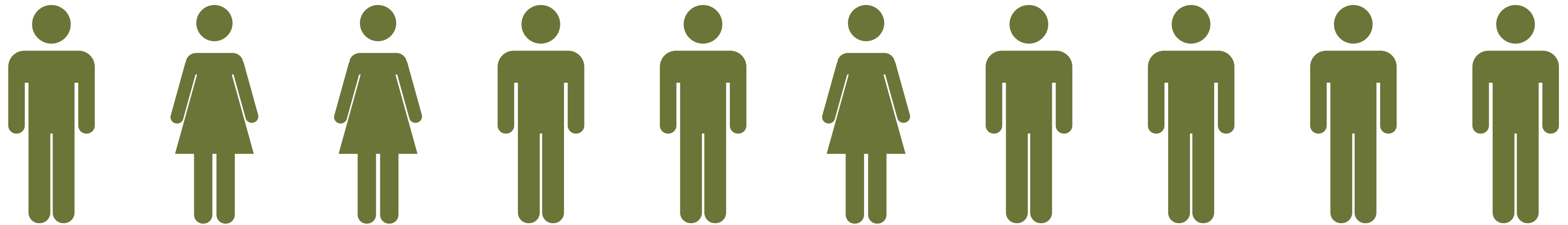


present and future challenges



present and future challenges

According to the American Perspectives Survey...

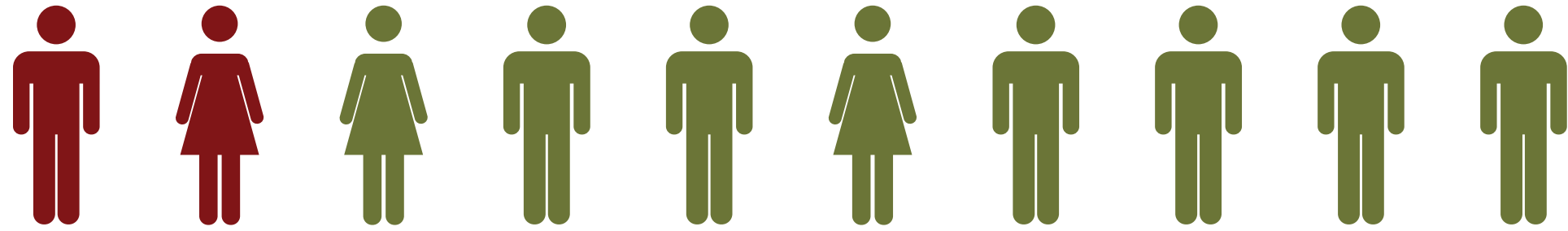


More than 1 in 5 Americans say the past 12 months have been **much more difficult** for them than usual...

...and **nearly half of Americans** say the past 12 months have been **somewhat more difficult** for them than usual.



impact on workers

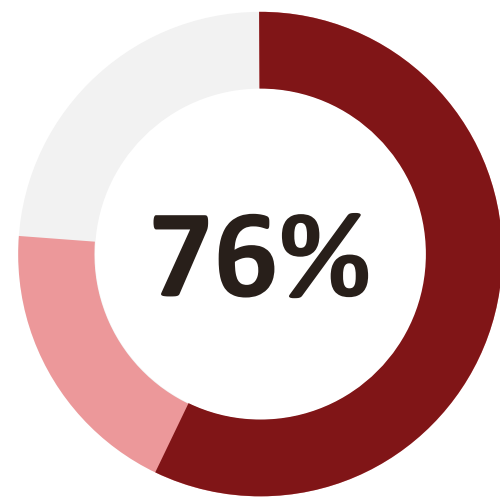


Employees facing **at least one mental-health challenge** are....

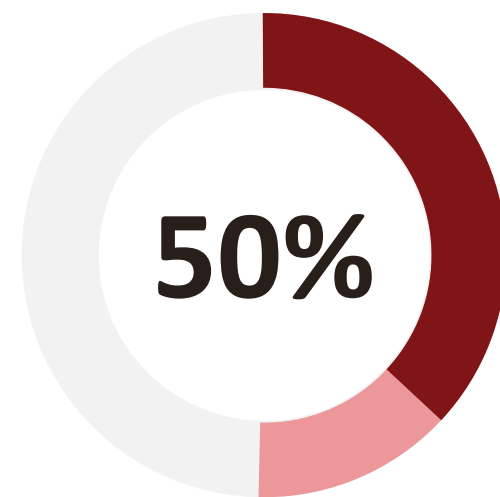


impact on workers

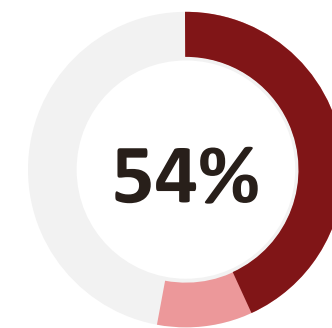
In a 2021 survey of U.S. adults with full-time employment...



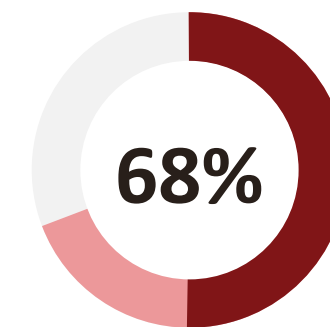
Report at least **one symptom of a mental health condition**
(59% in 2019)



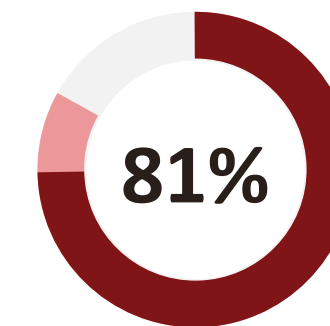
Have left roles for mental health reasons
(34% in 2019)



Say mental health is a DEI issue
(41% in 2019)



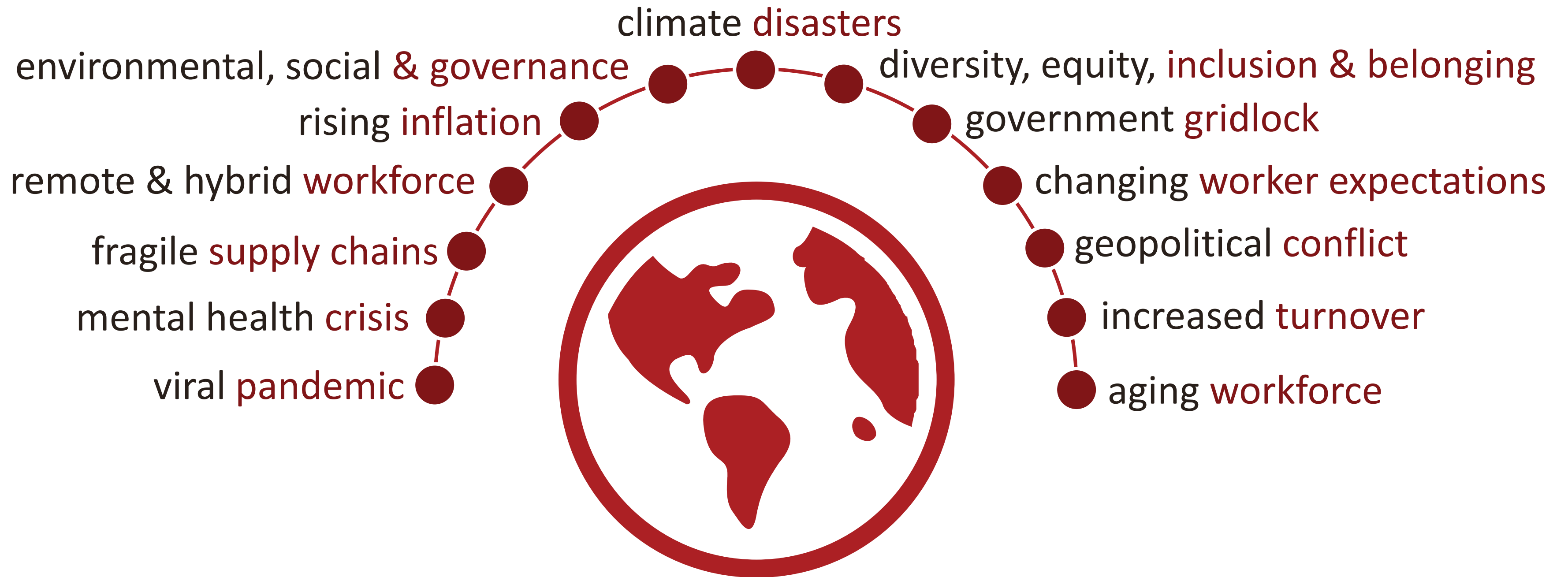
Millennials
(50% in 2019)



Gen Z
(75% in 2019)



present and future challenges



Achieving complex goals and solving intractable problems is sometimes best done through a strategy of **obliquity**. From finding happiness to navigating the globe, we need tools and levers that aim indirectly and work from angles.

-adapted from economist John Kay's *Obliquity: Why Our Goals Are Best Achieved Indirectly*

Safety, understood broadly and holistically, is powerful lever for addressing a variety of workplace challenges.

leverage points

12 domains of workplace quality ranked by impact on job satisfaction...

1. Interpersonal Relationships
2. Interesting Job
3. Pay
4. Work-Life Imbalance (-)
5. Difficulty, Stress, Danger (-)
6. Job Security
7. Opportunities for Advancement
8. Independence
9. Skills Match
10. Usefulness (to Society)
11. Working Hours (Desired vs. Actual) (-)
12. Working Hours (Total) (-)



best friend at work

I would recommend my organization as a great place to work.



I am either watching for or actively looking a different job than the one I have now.



I am extremely satisfied with my place of employment as a place to work.



best friend at work

My buddy helped me quickly become productive in my role.



How Can We Facilitate Relationship Building?

**Instead of “Do I belong here?”
you’d be better off asking
“Can I make a difference
here?”**

**-Admiral Linda Fagan, Commandant
of the US Coast Guard**



Psychological safety is the **belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes**. In teams, it refers to team members believing that they can take risks without being shamed by other team members. In psychologically safe teams, team members feel accepted and respected.

-adapted from Prof. Amy Edmondson

drivers of Edmondson's psychological safety

Willingness to
help and teaming



Attitude toward
risk and failure



Inclusion and
diversity



Open
conversation



Integrated Safety Mindset (ISM)

