


AMERICAN SOCIETY OF  
SAFETY PROFESSIONALS  
San Diego Chapter



ASPEN  
RISK MANAGEMENT GROUP  
A TRUSTAR COMPANY


**LIVE EVENT  
OCTOBER 11**

**HIGH-PAYOFF  
SAFETY**

ASSP Breakfast Meeting  
7:30 am San Diego, CA  
[sandiego.assp.org](http://sandiego.assp.org)

High-Payoff Safety is a winning workplace safety model that focuses on saving lives, preventing injuries and illnesses, and protecting organizations and communities from harm.

**SPEAKER:**  
Steve Thompson A.R.M., COSS



[aspenrmg.com/aspenevents/](http://aspenrmg.com/aspenevents/)

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THANK YOU! Active duty and former military

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What is your job? Are you a safety professional, HR, or otherwise? Or, do you support the "safety industry"?



Open question

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I recently took up ice sculpting. Last night I made an ice cube. This morning I made 12, I was prolific.

-Mitch Hedberg

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#### Today's Target



#### High-Payoff Safety

-Defined  
-Are you PAS

#### Value of Safety

-Is safety a value?  
-IPS considerations

#### Traits of Successful Safety People

Highlights  
What's next

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**WOW! CAN YOU PLEASE TAKE OUT YOUR CELLPHONES**

**www.menti.com**

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List the words you associate with safety?



Polling question

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List the words you associate with safety?

Mentimeter



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PAS

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### PAS Defined



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### Ask yourself

Do you want...

- Experience a greater sense of purpose
- Increase your worth to your company and employees
- Stop being reactive to safety
- Be able to learn from your experiences

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## We had the experience but missed the meaning

~ T.S. Eliot

## What's at least one thing the safety industry missed (or messed up) during COVID?

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# HIGH-PAYOFF SAFETY

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### How are safety people viewed by workers?



HPS offers the highest potential to save lives, prevent injuries and illnesses, and protect organizations and communities from harm

Visible Viable Lasting

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**SAFETY STEWARDS** are engaged in keeping people safe, healthy, and productive

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Risk and safety is “complex and one that cannot be ‘fixed’ by simple, silver bullet solutions.”

*Gab Carlton*

© Steve Thompson

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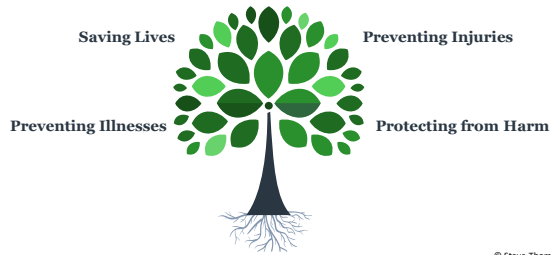
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### Safety Stewardship



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### Obvious Expectations

- Technical skills
- Compliance/regulatory knowledge
- Industry-specific safety skillsets

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### Actions of Safety Stewardship



Dr. Rob Long. Topics missing from safety curriculum

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Actions of Safety Stewardship

Listening



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Actions of Safety Stewardship



Caring

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Actions of Safety Stewardship



Learning

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## Actions of Safety Stewardship

Helping



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## Actions of Safety Stewardship



Dr. Rob Long. Topics missing from safety curriculum

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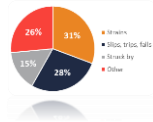
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Assumption that your organization has met basic legal obligations of safety



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**YOUR SAFETY IS OUR TOP PRIORITY**



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~ Scott Geller, Fred Rine

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**WHAT MATTERS?**

Listening



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We have a safety plan, and we do the following things to help people work safely:

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Lesson from *Workplace Safety: A Guide For Small & Mid-Sized Companies*

Be comfortable being a source of integrity, vision, and intuition. Seek to be producers, not consumers of these rare commodities

The top three categories ranked among the traits employees wanted in their managers and supervisors were

- 1) Integrity
- 2) Good communicator (honesty)
- 3) Respect of people



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## 50 Traits of Successful Safety People

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#### How Successful Safety People View their Goals

**Great safety people are never content or comfortable with today's progress**

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#### How Successful Safety People Work

**They look for efficiencies. They are consumed with finding a better way, not an easier way.**

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#### What Successful Safety People Work On

**They know their industry, their organization, and their culture, inside and out**

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**Who Successful Safety People Work With**

**They are heavily networked  
within the industry and their  
community**

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**How Successful Safety People Think**

**They never believe that they  
“can’t” or they “won’t”, so they  
don’t... fail**

© Steve Thompson

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*Simply doing the best that you can do, with what you  
have, moment to moment, day to day, and week to  
week until it is time to do something else is a fabulous  
achievement.*

~ Scott Primiano

© Steve Thompson

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THANK YOU DAN, CHRIS, AND SAN DIEGO ASSP



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**THANK YOU  
FOR BEING  
THE MOST AWESOME  
AUDIENCE**

Steve Thompson, ARM, COSS, CSHCO, CCHCO  
Aspen Risk Management Group  
[sthompson@aspenrmg.com](mailto:sthompson@aspenrmg.com) / 858-717-0566



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**HIGH-PAYOFF  
SAFETY**

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