



# ZERO Injuries is NOT Our Goal!



You are probably thinking, "**WHAT?!?!?** .... Nobody wants to see anyone get injured - ---Zero Injuries **HAS** to be our goal."

Let me explain; zero injuries should not be our *goal*---it should be our RESULT! ***Our goal should be Zero Unsafe Behaviors and Conditions.*** If we achieve this, then we should easily reach a zero injury result.

*"Whenever there is fear,  
you will get wrong  
figures."  
W. Edwards Deming*

When an organization focuses on a goal of zero injuries, it discourages employees from reporting injuries, which results in, what appears to be, a decrease in injuries; however, the injuries not being reported are the minor injuries that can be "hidden."

This is a hazardous condition because investigating minor injuries provides us with beneficial information to prevent similar, more severe injuries. Using this approach, an organization will most likely see a reduction in minor injury reporting but not serious injury reporting.

The organization may increase serious injuries over time as the behaviors and conditions leading to these injuries still exist in the workplace.

Someone once said that organizations with injuries "rehearse those injuries thousands of times until they get them right." He is saying that often there are many "early warning" behavioral indicators that tell us an injury is going to happen.

Unfortunately, all too often, these at-risk behaviors are ignored and, over time, become "acceptable" in the eyes of employees. When this happens, there is an increased risk of injuries.



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Have you ever heard the statement, "Quality and Safety go hand in hand"? This is a very true statement, and we should manage safety in the same manner, we manage the quality of our work. For example, think of the job you are working on now. How many times do you check your work throughout the day to ensure that you are performing the job correctly? I bet you check this several times a day because most people want to do a good job, and they want to do the job right the first time. Well, we need to approach safety the same way. We must all understand that no matter how much quality work we accomplish if one employee is injured, we have failed. WE CAN PRODUCE QUALITY WORK WITHOUT EMPLOYEES BEING INJURED.



*"It is not enough to do your best; you must know what to do, and then do your best."  
W. Edwards Deming*

To have the best chance to reach a zero injury result, we must focus on our actions and behaviors and the condition of our tools, equipment, and work area. Before starting work (and throughout the day), you should check to make sure you and your co-workers perform work as safely as possible. Pay close attention to your work environment, inspect your tools and equipment, and monitor the actions of your co-workers as well as yourself. If we **ALL** focus on creating a culture of "Zero Unsafe Behaviors and Conditions," we will create the safest workplace possible and give us the best opportunity to reach our desired result of Zero Injuries.

