




Improving Readiness, Hazard Recognition, and Trust Through **Human - Performance**



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LINE WORKER SOLUTIONS



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The **Worker** Inside The System



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What Chips Away at a **Worker's Readiness**



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# Workforce Readiness


A workers' capacity to consistently perform critical job tasks **safely** and **effectively**

- **Physical** Readiness
- **Mental** Readiness
- **Operational** Readiness

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# Workforce Readiness Fundamentals

- MUSCLE & JOINT HEALTH
- FUEL
- SLEEP



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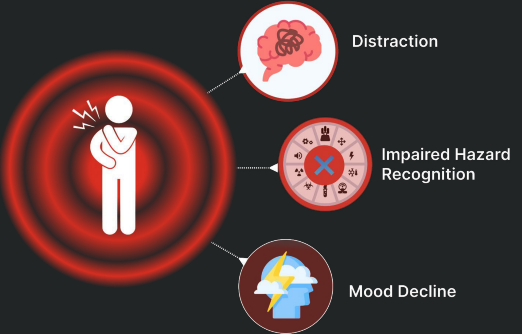
# The Business Impact of Pain

Cost	Lost Time	Productivity
<b>-\$69K</b> Average cost of one workplace strain	<b>-13 days</b> Average days away per soft tissue injury	<b>5.5 hours</b> Loss of productivity per week for employees in pain

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# The Cascading Effects of Pain

1. Disrupts neural pathways leading to cognitive decline
1. Impairs a person's ability to recognize hazards & mitigate risk
1. Increases likelihood of emotional and mental health challenges

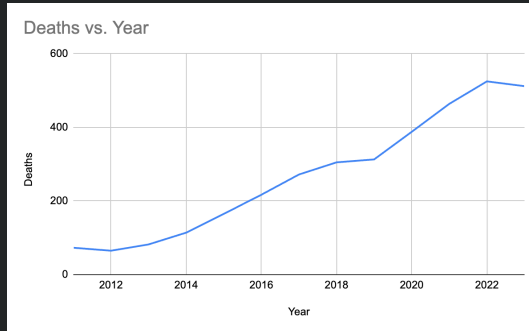


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## The Unintentional Overdose Crisis

↑ 600%

Increase in workplace unintentional overdose deaths involving drugs or alcohol since 2011.



<https://myfacts.nsc.org/work/safety-topics/overdose--death/>



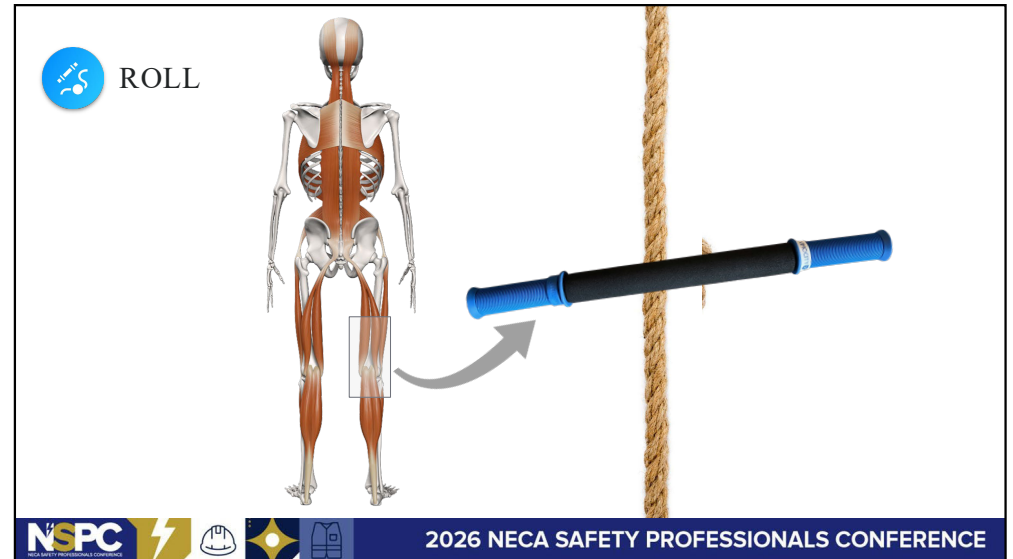
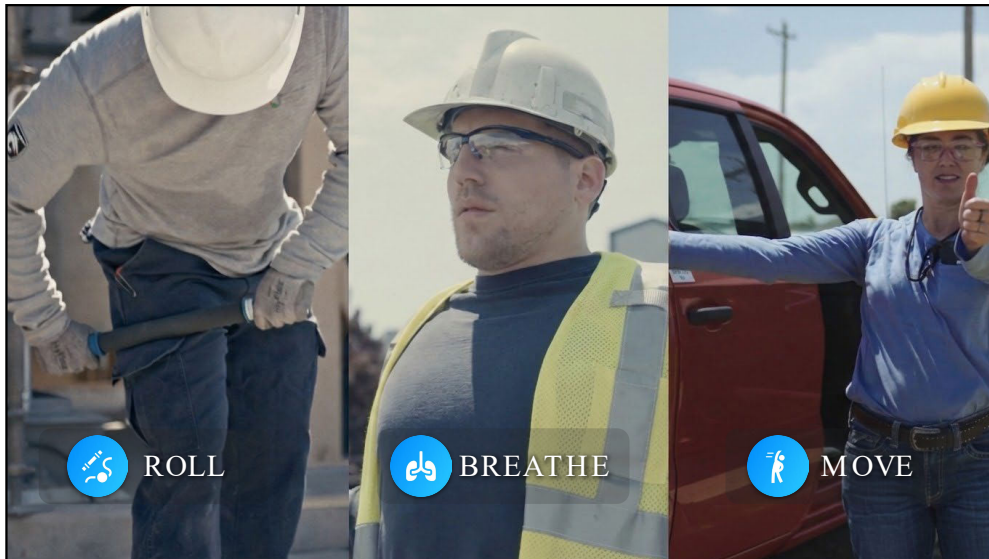
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## Options for Dealing With Pain

- 1 Drown It Out
- 2 Live With It
- 3 Manage & Prevent It



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**ROLL**

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**BREATHE**

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**BREATHE**

# Box Breathing

Engaging the diaphragm and resetting breathing patterns.

**HOLD**

**INHALE**

**EXHALE**

**HOLD**

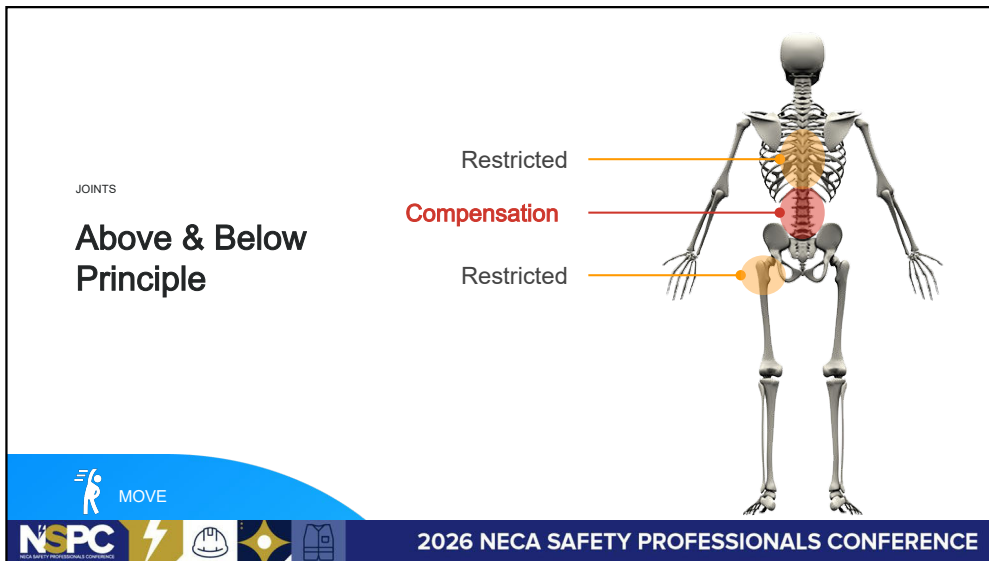
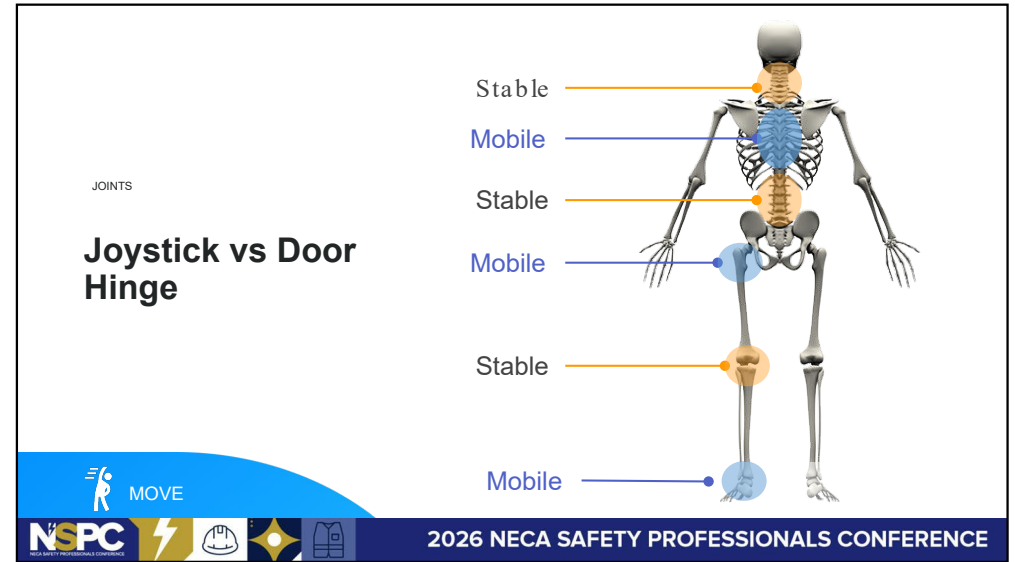
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**MOVE**

Static Stretching

Dynamic Movement

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3 REPS PER SIDE




# Hip Opener



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## What It Looks Like In Practice





### Real-World Implementation

Consistent Start of Shift Warm-Up

Throughout the Day: 1-2 Moves to Prepare for the Job Task

End of Shift Debrief: Roll Out/Stretch

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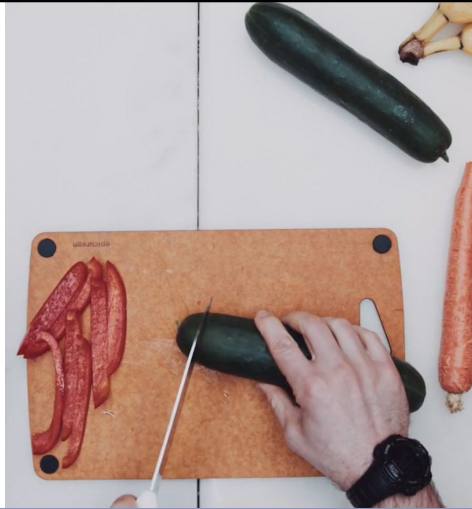
# FRONTLINE PERSPECTIVE







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## Workforce Readiness Fundamentals

- MUSCLE & JOINT HEALTH
- FUEL
- SLEEP



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Fueling For Performance



Hydration + Food As Fuel





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The Safety Impact of Dehydration:

>1% Dehydration:  
Decline in cognitive function

>2% Dehydration:  
Risk of muscle strain and soft tissue damage




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When Performing Hard Work

Your body weight / 30 = ounces you need to drink every 20 mins.

Example: If you weigh 210lbs...


● 210/30 = 7 oz/20 min



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Four Types of Fuel

<p><b>Lighter Fluid</b></p> <p>Simple Carbohydrates</p>	<p><b>Small Kindling</b></p> <p>Complex Carbohydrates</p>	<p><b>Maintain the fire</b></p> <p>Protein</p>	<p><b>Long-Lasting Fuel Logs</b></p> <p>Fats</p>
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## The Safety Impact of Poor Fueling:

### Inflammatory Foods:

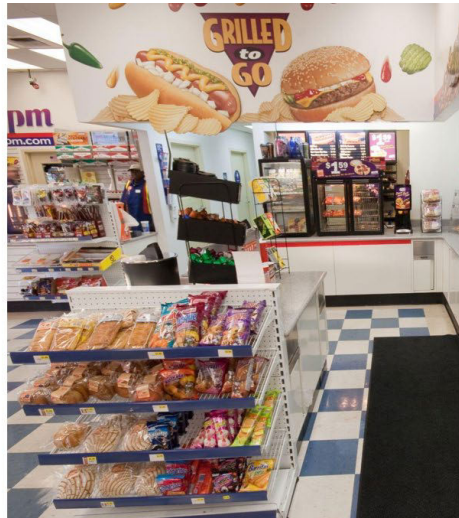
Slower muscle & joint repair and increased risk of injury

### Relying On Poor Quality Fuel:

Faster onset of physical and mental fatigue

### Skipped Meals or Sugar Spikes:

Reduced alertness & slower info processing



## What It Looks Like In Practice Real-World Implementation



Hydration Plan Part of JSB's



Consistent Drip of PRACTICAL Education

## FRONTLINE PERSPECTIVE



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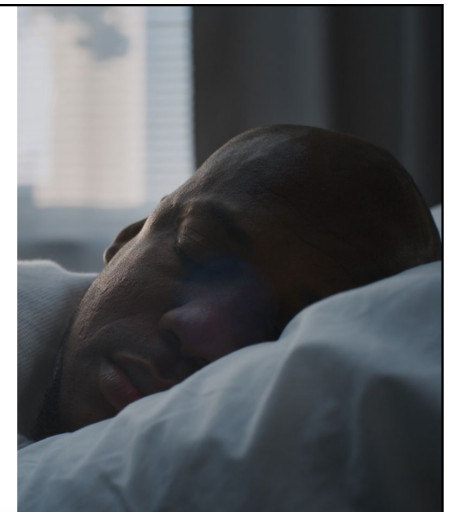
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## Workforce Readiness Fundamentals

MUSCLE & JOINT HEALTH

FUEL

SLEEP



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# Sleep Is the #1 Performance Enhancer on the Planet



TOMORROW 1:00 PM

Dr. Eric Rogers

## Weaker. Sicker. Dumber:

The Real Impact Of Fatigue On Crew Performance & Safety. It's Time To Rethink Recovery.



## The Safety Impact of Poor Sleep:

### 17+ Hours Awake:

Equivalent of blood alcohol concentration of 0.05%+

### 24 Hours Awake:

Equivalent of blood alcohol concentration of 0.1%+



## 3-2-1 Rule

System for helping you get a quality 7 - 8 hours per night

**3** hours before

No meals

**2** hours before

Minimize fluid intake

**1** hour before

No Screens



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## What It Looks Like In Practice

Real-World Implementation

The first panel shows two workers in safety gear reviewing documents. The second panel features a play button icon and the text '5 Tactics to Manage the Daylight Saving Risk'. The third panel shows a worker on a bucket truck performing maintenance on a power line.

**Train Frontline Leaders to Normalize Fatigue Reporting**

**Build Sleep Awareness into Safety Training**

**During Demanding Operations: Provide Fatigue Management Strategies**

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## FRONTLINE PERSPECTIVE

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## Putting It Into Action

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## Simple Shifts You Can Make Next Week.

1. **Connect with 1 -2 operational leaders** to get a sense of where their crews are at
1. Collaborate with them on **one behavior to promote.**
1. **Communicate the why.** Lean on subject matter experts when possible

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## ACCESS THE WORKFORCE READINESS GUIDE

Includes expert -led content on these  
topics



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## HUMAN PERFORMANCE IN THE TRADES

HOSTED BY  
THE  
**WORK-READY**  
PODCAST  
DR KEVIN RINDAL



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