



ISCA SAFETY COACH SELECTION TOOL

ISCA Safety Coaching Training

Selecting the right people for your business

Safety Coaching – You can influence

What is Safety Coaching?

Safety Coaching is an interactive process where operatives from the workforce are specially trained as Safety Coaches, who then guide and facilitate the client's progress towards defined goals. Safety Coaching is a new profession.

Safety Coaches:

- Help set SAFETY goals and get the team motivated toward them.
- Help turn Behavioural Safety theories into practice.
- Help to focus everyone toward a positive SAFETY CULTURE outlook.
- Provide the tools, support and structure to accomplish more.
- A great coach knows how to listen and ask just the right questions.
- A safety coach knows when to challenge and when to support.
- Safety Coaching ensues once a goal has been identified, - a vision.

An I.S.C.A. coach provides the implementation support to cover the **Middle Ground** toward achieving the **Goals** identified on the **Roadmap** which is aimed at achieving the **Vision** for the future.

When selecting delegates for the ISCA Safety Coaching sessions it is important that the right people are invited for the role.

Ideal qualities of a Safety Coach:

- Safety Aware
- Ability to express ideas to others
- Strong one-to-one communication skills
- A commitment for seeing things through
- Confidence to intercept unsafe acts and conditions
- An ability to work with others
- Reading & writing skills
- Enthusiasm towards HS&E issues
- Respected by the peer group
- Positive personality
- Works well within a team
- Uses own initiative
- Enthuses others
- Is familiar and understands the learning within the 'Key Messages'.

Other desirable qualities

- Some skills in presentation and engagement to small groups
- A basic knowledge of computer and online skills
- An understanding of proactive rather than reactive behaviours

Clients in the past have tried to send delegates just because they are available over the the days that training is scheduled. This is not recommended if you wish to succeed with your commitment to safety coaching.

If a delegate has no interest in taking safety coaching further after the session this may well prove detrimental to the success of the programme.

Safety Coaching is different from workplace mentoring.

The mentor will generally guide and teach someone in a specific task or job. The mentor will draw significantly on their own experience; will pass on short cuts and tricks of the trade. The mentor will be expected to know the answers to task related situations.

Safety Coaching includes several principles from areas such as sports coaching, like teamwork, going for the goal, performance enablers and personal awareness levels.

An ISCA Safety Coach does just what an athletic coach or music teacher does, only in a more complete and bigger way.

A coach challenges you and takes the time to find out what can be done to help those goals be reached.

The ISCA Safety Coach contributes to the promotion, structuring and management of campaigns specifically designed around achieving the safety goals which have been set.

The Safety Coach sets an example everyone can aspire to.

SAFETY COACH SELECTION

When selecting and inviting potential coaches to volunteer for the role, Leaders should be prepared to provide answers to the **Top Ten Questions** asked by the would-be ISCA Safety Coach, which are:

- 1. Will I get a pay rise for this?**
- 2. Will I be taken seriously by management?**
- 3. Will I be taken seriously by the teams?**
- 4. What extra responsibilities do I have?**
- 5. Will I be given the time by my Manager/Team leader?**
- 6. Do I need to do presentations?**
- 7. Have I got the authority to pause work?**
- 8. Will I need to visit various sites?**
- 9. Who will I report to as a safety coach?**
- 10. I am not very good on a computer, who will input the data that is collected?**

The following ISCA Selection Tool will help in determining and assessing the suitability for potential ISCA Safety Coaches.

The process uses the **GREEN, AMBER, RED** system of assessment.



I.S.C.A. SAFETY COACH SELECTION TOOL

Name of Invitee Date

Job Title Area

	GREEN	AMBER	RED
Good level of safety awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to express ideas to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates good one-to-one communication skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competent with basic computer and Internet skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates adequate reading and writing skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works well within a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is respected by the peer group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates a willingness to commit to a safety coaching role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is charismatic and enthuses others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has a high level of confidence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates the ability to see tasks through	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has the confidence to walk over and intervene	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates an aptitude to presenting to small groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OVERALL SCORES GREEN AMBER RED

APPROVED FOR SAFETY COACH TRAINING YES NO

ASSESSED BY

DEPARTMENT/AREA