



BEHAVIOUR



Want-to-Performance
(Commitment)

DISCRETIONARY EFFORT

Have-to-Performance
(Compliance)

TIME

Antecedent	Behaviour	Consequence	P/N	I/F	C/U
Phone Rings	Pick up Phone	Speak to Someone	P	I	C

Antecedent	Behaviour	Consequence	P/N	I/F	C/U
Dark Room	Turn on Light	SEE	P	I	C
Cooking	Touch Hot Stove	Burn and PAIN	N	I	C

Hart and Risely

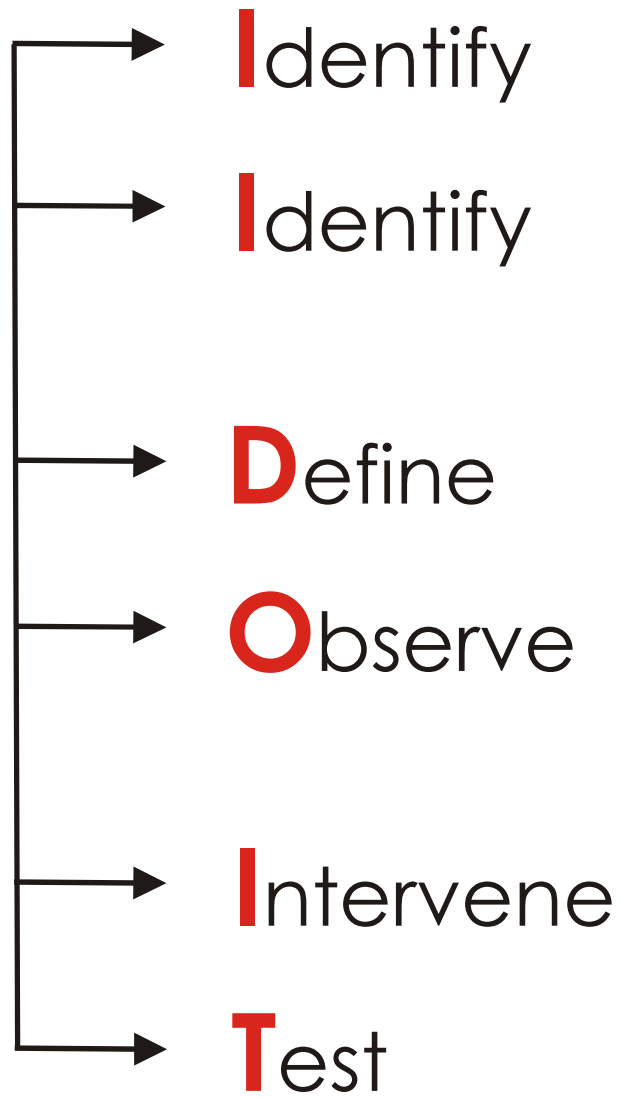
	Middle Class Children	Welfare Children
Total Words Heard At 30 months	48 000 000	13 000 000
Positives	700 000	100 000
Negatives	100 000	200 000
Total	800 000	300 000
Reading Age at 5 yrs	6 years	4.5 years
Reading Age at 8 yrs	10-12 years	6.5 years

Potential Questions

1. Tell me about the tasks you are doing.
2. How do you work safely on your job?
3. What are the risks/hazards you face in your job today? How do you manage those?
4. Do you feel you need to take shortcuts?
5. What is working well in safety?
6. What safety concerns do you have?
7. What can you do to improve safety?
8. How can we do to improve safety?
9. How do you do your job?
10. If you were me, what would you do about safety?

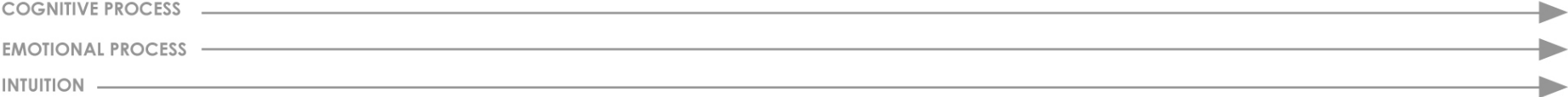
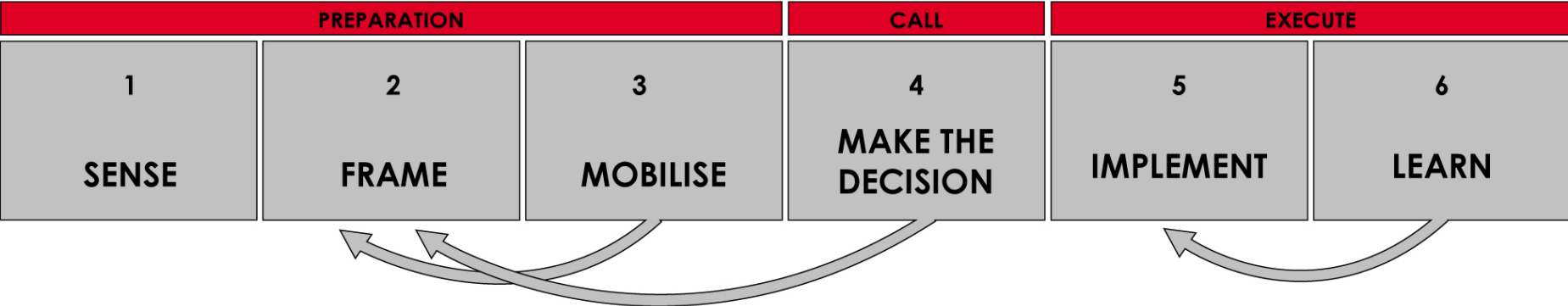
- English A
- Science A
- Maths C
- Physics E

	Cause	Effect
Past	Corrective	Adaptive
Future	Preventative	Contingent



LEADERSHIP JUDGMENT

PROCESS APPLIES TO THREE AREAS:
PEOPLE, STRATEGY AND CRISIS



Adapted Tichy & Bennis