



Defining commitment to EHS?



We want all of our employees to be committed to EHS, and we as leaders often say that we are committed as well. But what does it mean to actually commit to something?

Aspects of a commitment:

- 1. Personal**
I chose **my** commitment
- 2. Actionable**
A verb: "I will..."
- 3. Specific**
How can we improve without being specific? What does "I will work safely" mean? How do you measure performance or verify that you're doing it correctly?
- 4. Measurable**
How can we hold ourselves accountable or understand when we've succeeded without a specific goal to compare our performance to?
- 5. Consistent**
Like someone who wants to learn music must practice the same instrument everyday, commitment means working on the same few key things every day until we become great and can start learning a new instrument (focusing on a new commitment)
- 6. Followed-up on**
Time must be provided **daily** for personal reflection, group discussion, and leadership positive reinforcement (the "Check") - all become part of the normal daily operational routine (*not* a New Year's Resolution)

