CHAPTER 10 WORKSHEET

Safety

YOUR COUNTERSTEER	Near-misses reported and audits completed, not just incident rate.
YOU WALK AWAY WITH	A safety culture built on reporting, not fear.

YOUR NAME | COMPANY | DATE STARTED

Fill this in on screen or print it. Type in any box and save the file to keep your answers. Don't polish it. Fill in what you know, leave the rest blank, and come back to it.

THE CHAPTER IN ONE MINUTE	
COUNTERSTEER	Near-misses reported and audits completed.
MEASURE IT WITH	Near-miss reports per month; percent reviewed; days to close.
THE TRAP	Mistaking a poster on the wall for a program.
THIS WEEK	Ask your team, blame-free: what almost went wrong this month?

Your Assignment

Step 3 of the method: Grab the Wheel. Tick each one off as you finish it.

- ☐ Ask your team, blame-free: "What almost went wrong this month that we got lucky on?" Write down every answer. DONE ON
- ☐ Walk your workplace looking only for hazards, not comfort. DONE ON
- ☐ Confirm PPE is actually available, actually fits, and actually gets worn — not just purchased. DONE ON
- ☐ Build the Near-Miss and Incident Report Form and put it where employees can actually find it. DONE ON

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What Almost Went Wrong?

Ask it blame-free. Write down every answer, word for word if you can.

Date asked, and who was in the room	
Every answer	

Hazard Walk

Look only for hazards, not comfort.

Area	Hazard seen	Risk	Action	Owner	Due

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PPE Check

Available, fits, and actually worn. Purchased doesn't count.

PPE item	Available	Fits	Worn	Fix
	☐	☐	☐	
	☐	☐	☐	
	☐	☐	☐	
	☐	☐	☐	
	☐	☐	☐	

Near-Miss and Incident Report Form

Print copies, or post this page where employees can actually find it.

Date / time of incident or near-miss	
Location	
Reported by (optional if your policy allows anonymous reporting)	
What happened, in plain language	

Was anyone injured? ☐ Yes ☐ No

Near-miss or actual incident? ☐ Near-miss ☐ Incident

What could have caused this to be worse?	
Immediate action taken	
Root cause (filled in during review)	
Corrective action assigned to / due date	

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Corrective action closed? ☐ Yes ☐ Not yet

Date closed	
Where this form is posted	

Find the Driver and Map Your Route

Step 1 and Step 2 of the method. Start with the result you want to move, then work down to the activity someone can change tomorrow morning. Write a person's name, not a department.

Result I want to improve *The number on the statement or report.*	
Financial driver affecting it *What is pushing that result up or down.*	
Activity driver my team can change *Something a person does, or doesn't do, every week.*	
Accountable Owner *One person, by name.*	
Measure and target *One number you can read in under a minute.*	
Tuesday review: day and time	

Tuesday Test: could someone move this number by doing something differently tomorrow morning? ☐ Yes, it passes ☐ No, pick a different driver

Copy this row to your Countersteer Dashboard (Appendix): Safety — activity driver, owner, measure and target. Review it for 15 minutes every Tuesday.

Your Commitment

This week *Ask your team, blame-free: what almost went wrong this month?*	
Done by (date)	
Who will I tell I've done it?	

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