



SAFESTART HUMAN FACTORS CONFERENCE



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SAFESTART

PRACTICE METHODS FOR LASTING PERFORMANCE IMPROVEMENT IN SAFETY

Introduction & Overview

- Why practice matters at work
- Practice myths
- Practice that works, and why
- Improving and sustaining performance

Bio

- PhD and lecturer, U of Toronto: peak performance, adult education
- Corporate training and performance expert
- International trainer (Australia, N.Z., Britain, Japan, U.S., Mexico)
- Professional flutist
- Brown belt in judo



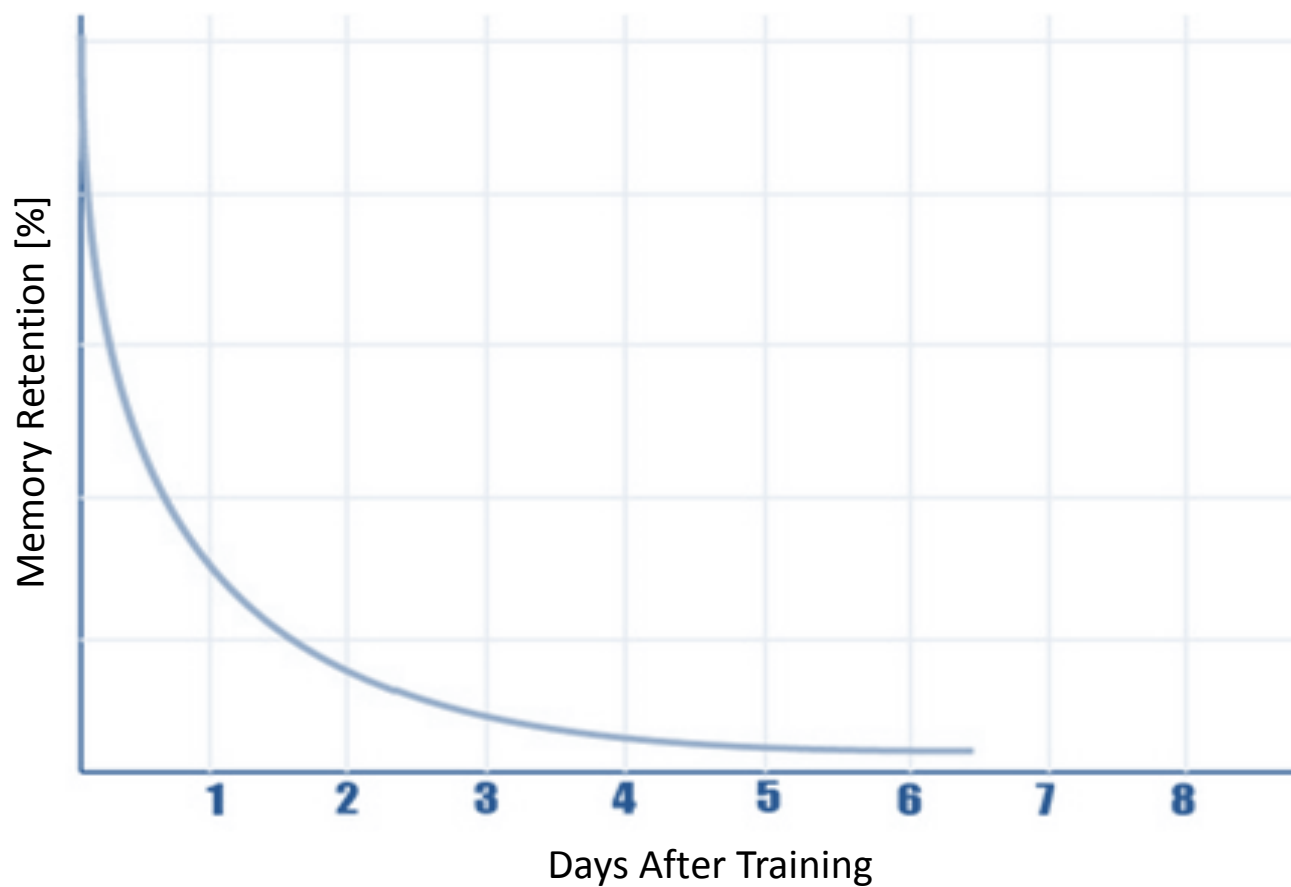
Why practice matters at work



Workers need to learn:

- New technology, equipment, materials
- New knowledge, processes, interpersonal skills
- How to adapt to constant change

Adults and the Forgetting Curve



Myth:
Learning
mode
determines
results



Science:

Adults learn by **doing** something with new information



Knowing vs doing



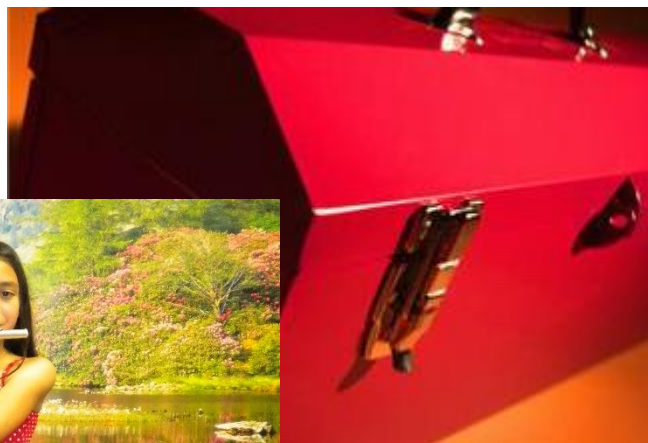
How do we get to the “doing”?

Practice

Myth:

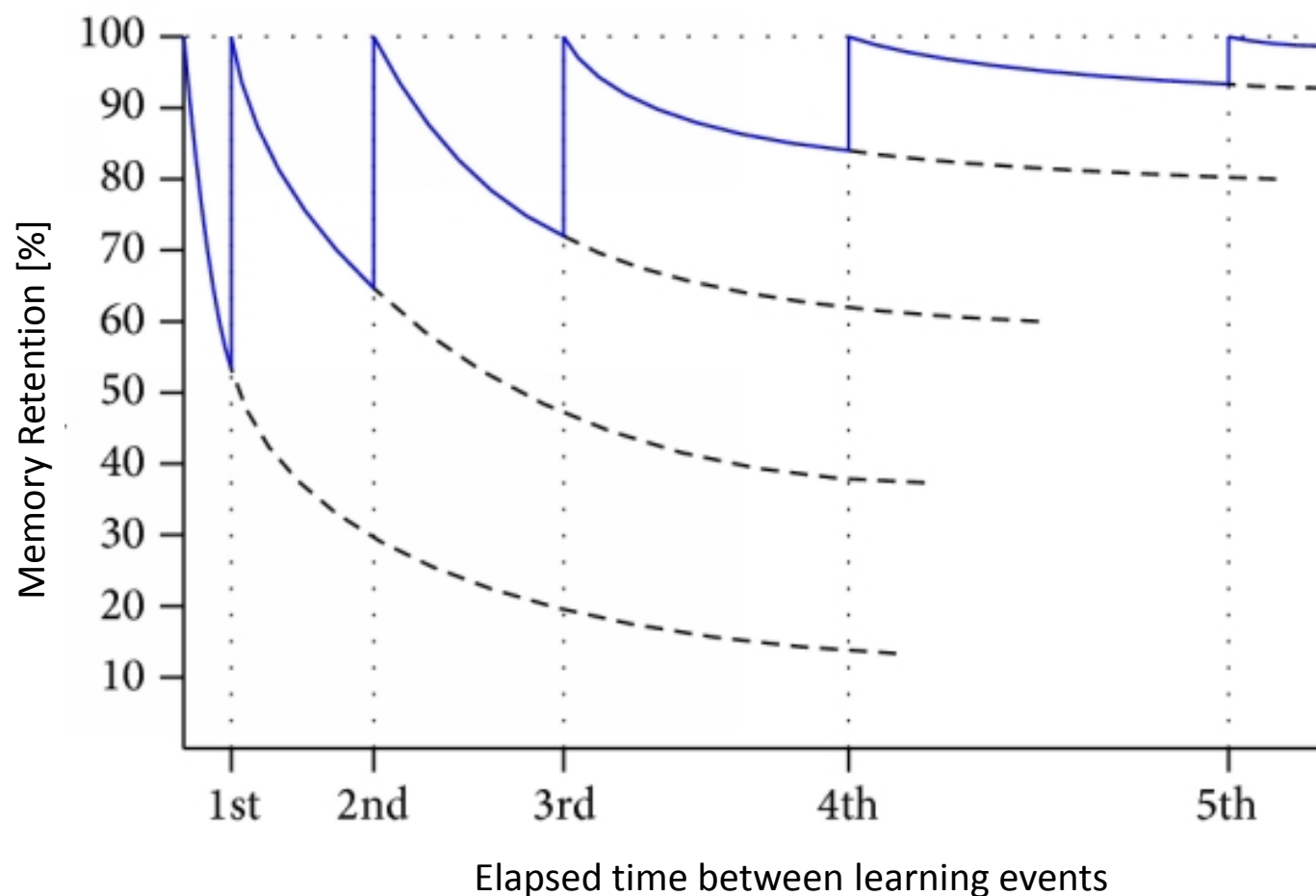


10,000
repetitions



Science:
Purposeful
Practice
Makes
Perfect

Spaced, focused practice is the key



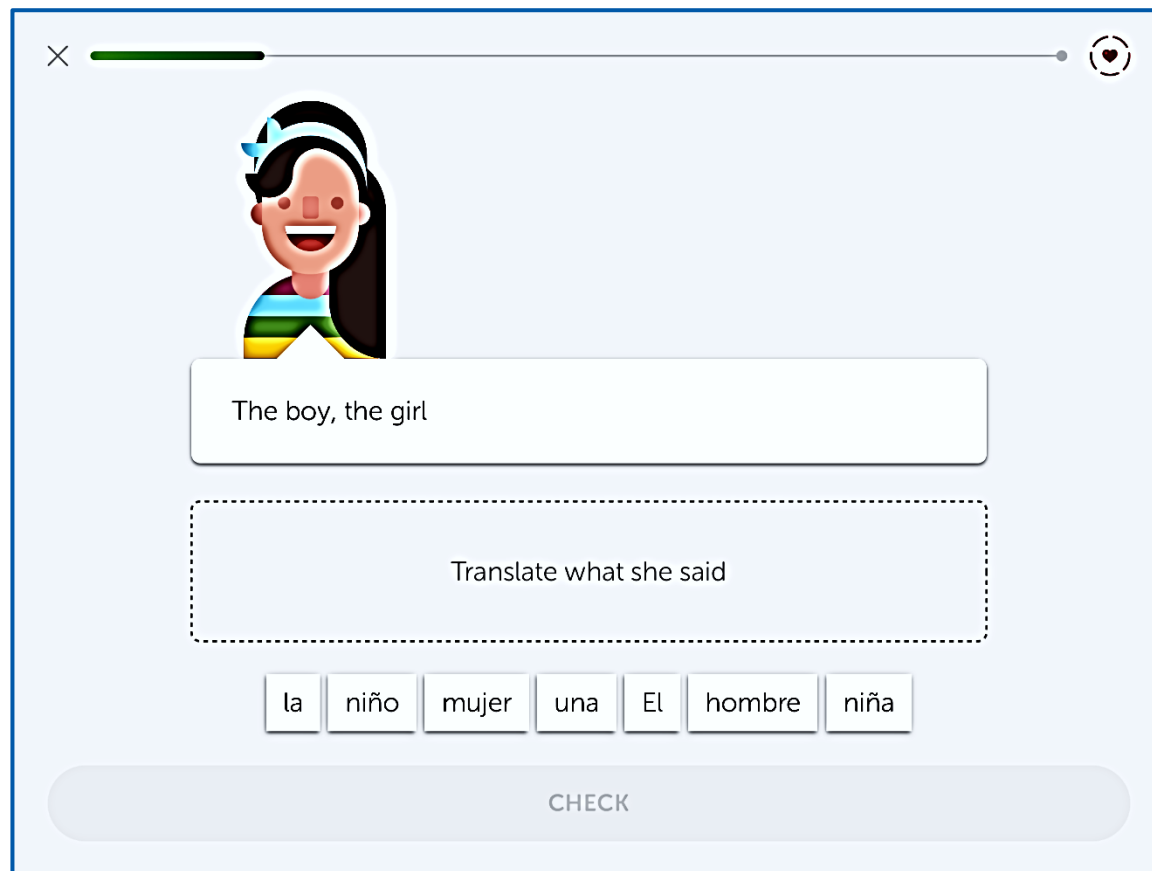
Myth:
Reviewing
is a
good way
to learn



Just keep
pouring
the knowledge
in?



Science:
Retrieval
is a
good way
to learn



Duolingo language app screenshot

Myth:
Practice
step by step

AAAA AAAA AAAA AAAA

BBBB BBBB BBBB BBBB

CCCC CCCC CCCC CCCC

DDDD DDDD DDDD DDDD

Science:
**Practice out
of sequence
for deeper
mastery**

CABD DBCA ADCB BADC

ADCB BADC DBCA

DBCA ADCB CABD BADC

BADC CABD DBCA ADCB

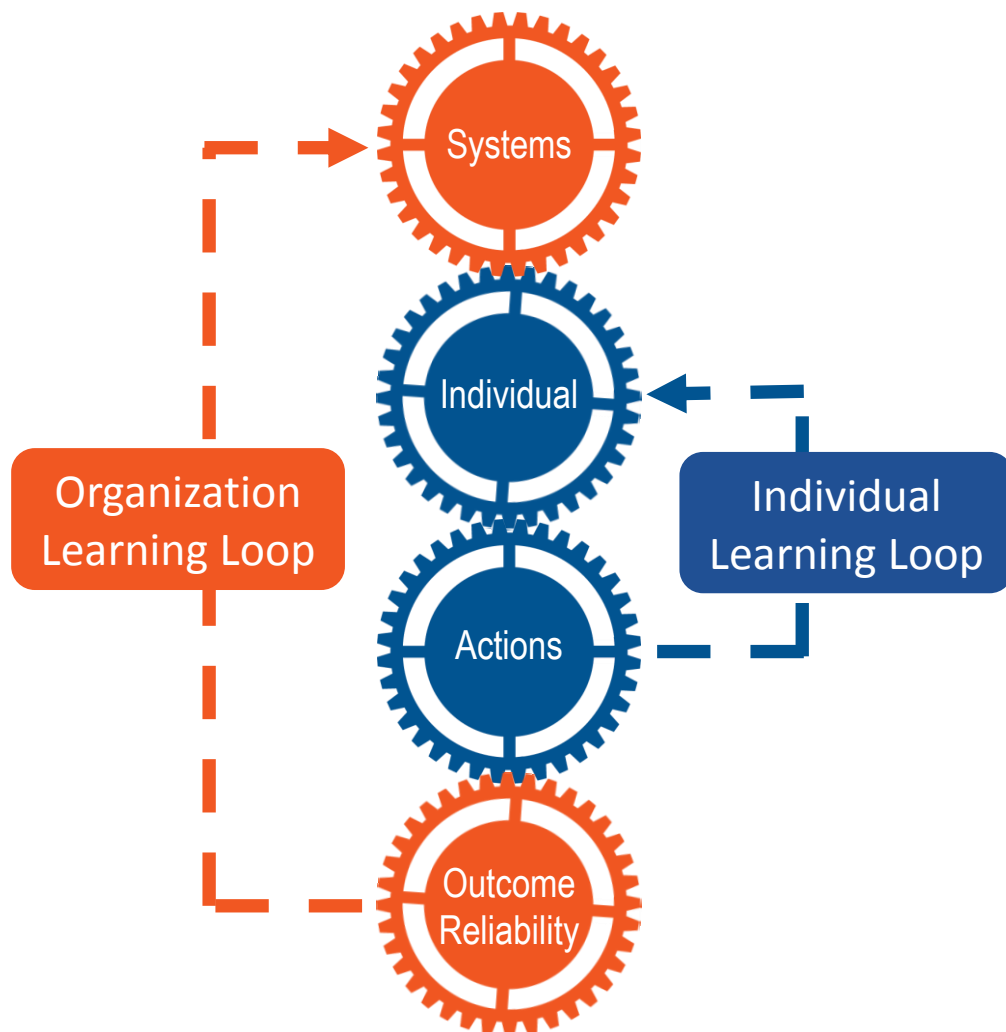
Myth:

Multi-tasking
is efficient for
getting things
done



Science:
Multi-tasking
is continuous
divided
attention





Support
learning
with
systematic
sustainment

Proven methods

- Active learning
- Purposeful, focused practice
- Retrieval
- Spaced practice
- Random sequencing
- Side-by-side apprenticeship and coaching

THANKS FOR
Your Participation!

A black silhouette of a city skyline, likely Chicago, with various skyscrapers of different heights and shapes. Below the skyline, there are blurred lights, including a prominent red light, suggesting a city street at night.

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