

The Secret to Workplace Behavior Change

The *5 pillars of Workplace Behaviour Change*® have been adapted from research based on successful campaigns for Anti-smoking, SunSmart and Speed Kills in Victoria. This research found that in order to achieve successful behaviour change all campaigns:

- used the 3Es = Education, Engineering and Enforcement. (Incentives)
- applied all three strategies to get results.
- took decades to shift the habits of people to less harmful actions.

The *5 pillars of Workplace Behaviour Change*® are central to diagnosing wicked workplace problems and solutions across the system.

***Five Pillars of Workplace Behavior Change*®**



Risk Manage it

Consult with staff to assess root causes and levels of exposure to psychosocial workplace hazards and risks.



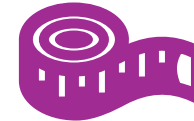
Learn it

Regular education and awareness of psychosocial hazards, behavioral expectations and conversation tools to stop negative behavior in it's tracks.



Engineer it

Engineer proactive and reactive guardrails into work structures to positively and negatively reinforce boundaries and protect workers from further harm.



Measure it

Conduct data driven evidence-based assessment of behavioral outcomes and performance before and after.



Report it

Report on achievement of performance targets to key stakeholders to hold leaders accountable and guide future planning.