



Salt of the Earth: 2018 World Salt Symposium
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Technical Session 9B: Safety and the Team
Building Responsibility in the Workplace

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UNITED SALT CORPORATION

- Baytown, Texas
- Carlsbad, New Mexico
- Hockley, Texas
- Saltville, Virginia



**WHAT WERE
YOU THINKING???**



IN YOUR WORK TEAM, WHO
IS RESPONSIBLE FOR YOUR
SAFETY?

WHO ELSE IS RESPONSIBLE
FOR YOUR SAFETY?

Who Is Responsible For Health And Safety In Your Workplace?

- **The Employer** – overall responsibility for health and safety
- **The Safety Manager** – responsibility for implementing and managing the health and safety strategy and policy for the company.
- **The Line Managers** – day to day responsibility for themselves, their employees and others, including members of the public.
- **The Employees** – responsibility for themselves and others.



In A Word

EVERYONE!

Responsibility is the most important ability that a person can possess.

What Happens When We
Don't Take Responsibility?

We Develop a Victim Mentality



A victim mind-set causes people to focus on what they cannot do instead of what they can do. It is a recipe for continued failure.

Some of the victim mentality perks include the following



- You don't have to take responsibility for anything.
- Others will lavish you with attention
- Get others to feel sorry for you
- You feel the “right” to complain when every you want
- You can feel interesting because you get to tell everyone all of your stories

We Constantly Engage in “Blamestorming”



BLAMESTORMING

The art of finding out what went wrong and which poor bastard is going to be hung out to dry

We Give Away the Choice to Control Our Lives

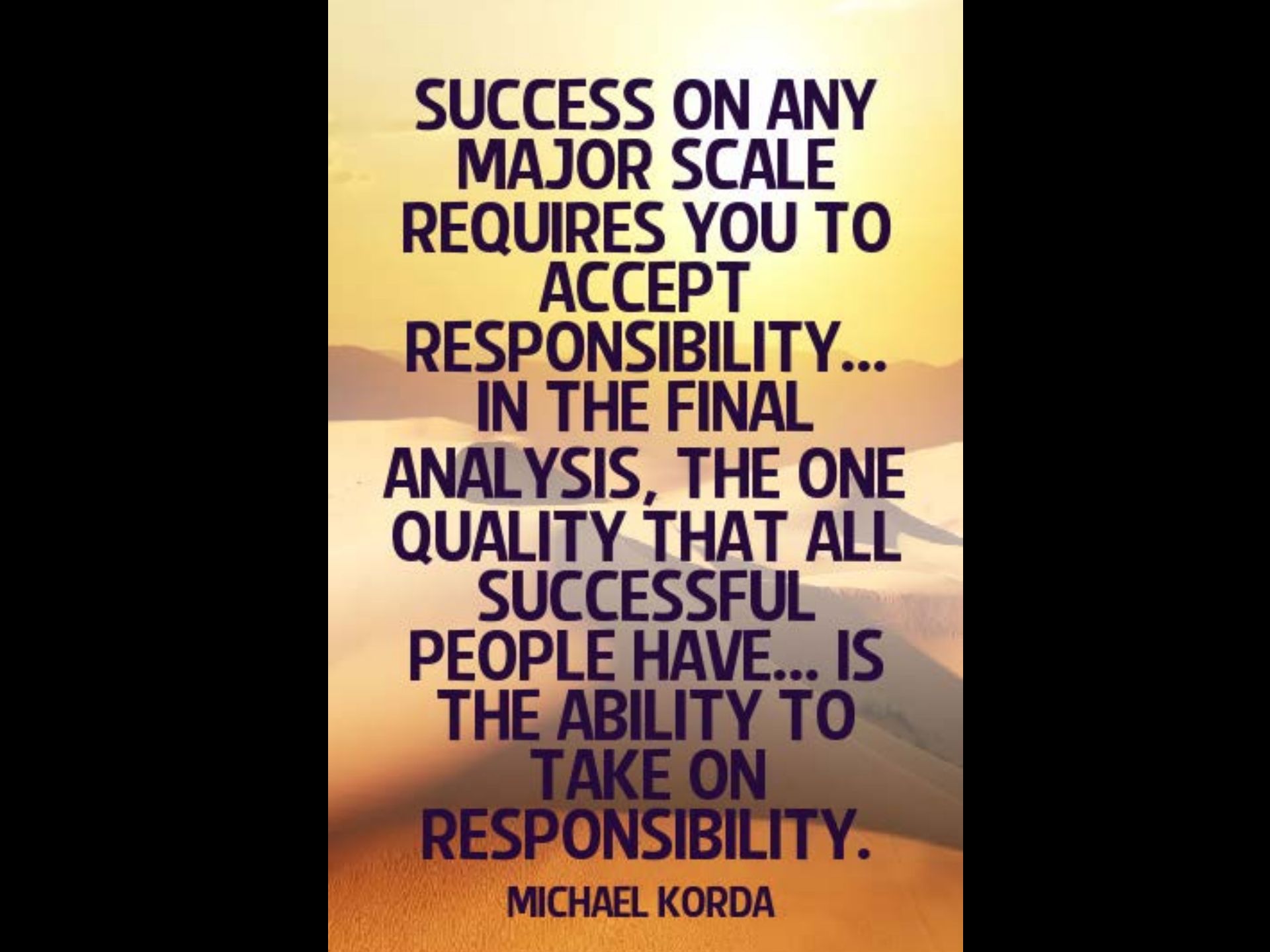
**YOUR
ATTENTION
PLEASE:**

**No one is
coming to
save you.**

**This life of
yours is
100% your
responsibility.**

We Eliminate Any Possibility of Growth
for Success





**SUCCESS ON ANY
MAJOR SCALE
REQUIRES YOU TO
ACCEPT
RESPONSIBILITY...
IN THE FINAL
ANALYSIS, THE ONE
QUALITY THAT ALL
SUCCESSFUL
PEOPLE HAVE... IS
THE ABILITY TO
TAKE ON
RESPONSIBILITY.**

MICHAEL KORDA

TAKE 100% RESPONSIBILITY





You have brains in your head.
You have feet in your shoes.
You can steer yourself
any direction you choose.

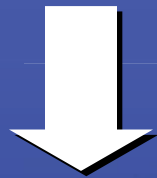
$$E+R=0$$

EVENT


+RESPONSE (**R**EACTION)

OUTCOME

BLAME THE
EVENT!



$$E + R = 0$$



Cancerous Behaviors

Blaming

Criticizing

Complaining

Comparing

Competing

Condemning

Contending

A wooden sign with a list of negative behaviors. The sign is made of light-colored wood and has a rustic, weathered appearance. It is divided into two columns by a vertical line. The text is written in a bold, sans-serif font. The background of the sign is a light brown color, and the text is in a darker brown color. The sign is set against a dark, blurred background.

Low Energy
Saloon

Complaining

Negativity

Bitterness

Gossip

Blaming

Criticizing

If you want a
different
outcome, you
have to
change your
responses!

**You Have To Give Up All:
Blaming, Complaining, Justifying,
Defending, Excuse Making.**



*You must take personal responsibility. You cannot
change the circumstances, the seasons, or the wind,
but you can change yourself.*

JIM ROHN

STUFF HAPPENS EVERYDAY. TO
EVERYONE. THE DIFFERENCE IS
HOW WE RESPOND.



Building Responsibility Into Your Workplace



