



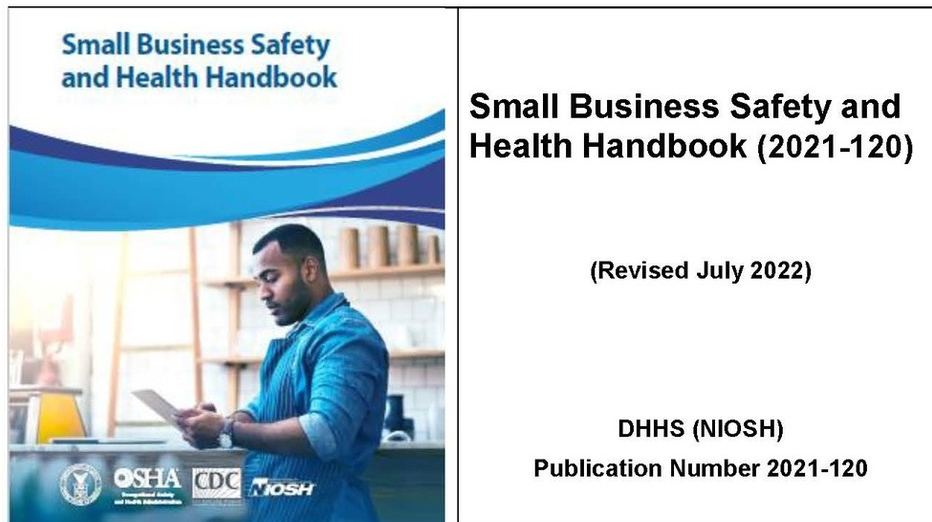
Weekly Safety Tip

Heat Stress Prevention

Checklist



Heat Stress Prevention Checklist



The NIOSH/OSHA Small Business Safety and Health Handbook was recently updated to include a Heat-related Illness Prevention Checklist.

This is just one of many checklists included in the handbook for general industry workplaces.

Checklists provide a starting point for identifying workplace hazards, indicating possible areas where employers can take action to make work safer and healthier for workers.

The Occupational Safety and Health Administration (OSHA) and NIOSH developed the Small Business Safety and Health Handbook to provide small business employers with workplace safety and health information.

This handbook summarizes the benefits of an effective safety and health program, provides self-inspection checklists for employers to identify workplace hazards, and reviews key workplace safety and health resources for small businesses.

Checklists can either be checked off in the electronic PDF version and saved or printed.

[Small Business Safety and Health Handbook \(2021-120\) \[PDF – 5 MB\]](#)

Weekly Safety Share

Non-Violent or
Collaborative Communication





Non-Violent or Collaborative Communication

was developed by Marshall Rosenberg **not as a way to avoid conflict, but to increase empathy and improve the quality of communication between people**, in part, **to resolve conflict**.

It's been described as a practice to get to a state of interpersonal harmony and obtaining knowledge for future cooperation.

The "harmony" spoken of here is not an absence of disagreement, but **a space where disagreement is met with inquiry, empathy, and care**.

Its "ultimate aim" is to develop relationships based on restorative, "partnership" paradigms with **mutual respect**, rather than retributive, fear-based, "domination" paradigms.

As best described as "collaborate communication," it **well supports psychological safety at work**.

"What I want in my life is compassion, a flow between myself and others based on a mutual giving from the heart."

Rosenberg chose the name Non-Violent Communication to reflect his ambition to create peace on the planet, but later reflected that although NVC encourages people to empathetically and clearly talk about what we want, rather than don't want, **NVC only describes what it isn't rather than what it is**.

As a result, Rosenberg actually preferred the names "**compassionate communication**" or "**collaborative communication**".

Rosenberg also viewed NVC very much as a spiritual practice, even a way of life, as much as a mechanical, practical skillset for work and life.

NVC consists of empathetically listening, and honestly expressing, using the four steps of:

- Observations,**
- Feelings,**
- Needs,**
- Requests.**

Below you can see the model, and how to use it. Note the explicit avoidance of blame or criticism, alongside the empirical observation, subjective feeling, identification of a need, and a clear request.

How You Can Use the NVC Process



Clearly expressing
how **I am**
without blaming
or criticizing

Empathically receiving
how **you are**
without hearing
blame or criticism

OBSERVATIONS

1. What I observe (*see, hear, remember, imagine, free from my evaluations*) that does or does not contribute to my well-being:
"When I (see, hear) . . . "

1. What you observe (*see, hear, remember, imagine, free from your evaluations*) that does or does not contribute to your well-being:
"When you see/hear . . . "
(Sometimes unspoken when offering empathy)

FEELINGS

2. How I feel (*emotion or sensation rather than thought*) in relation to what I observe:
"I feel . . . "

2. How you feel (*emotion or sensation rather than thought*) in relation to what you observe:
"You feel . . . "

NEEDS

3. What I need or value (*rather than a preference, or a specific action*) that causes my feelings:
". . . because I need/value . . . "

3. What you need or value (*rather than a preference, or a specific action*) that causes your feelings:
". . . because you need/value . . . "

Clearly requesting that
which would enrich **my**
life without demanding

Empathically receiving that
which would enrich **your** life
without hearing any demand

REQUESTS

4. The concrete actions I would like taken:
"Would you be willing to . . . ?"

4. The concrete actions you would like taken:
"Would you like . . . ?"
(Sometimes unspoken when offering empathy)

You are not going to get it right every time and it's not necessary to follow dogmatically, but it is an incredible foundation for empathetic and effective dialogue.

And, it is a great fit **for fostering psychological safety**.

Attribution: Tom Geraghty in *Psychological Safety Newsletter* #76



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