You Have a Choice

Building Worker Selected Problem Solving Activities

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Objective

I will attempt to do the following in a way which you will likewise be able to do to apply to your own training!

- Make a case for the benefit of choice.
- Balance the conflict of choice vs. required material.
- Make choices available in a variety of ways.
- Understand some pitfalls of choice and how to avoid them.
What benefits do choices provide?

- Personal participation & buy-in.
- Customization to familiar tasks or hazards.
- Tailor material to preferred style of learning.
Adults Learn Best When…

• They understand why something is important to know or do.
• They have the freedom to learn their own way.
• Learning is experiential.
• The time is right for them to learn.
• The process is positive and encouraging.
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- The process is positive and encouraging.

- Malcolm Knowles
If you have to cover specific material how can you have a choice?
Giving someone a choice is NOT relinquishing control over what is being covered.

Neither is the choice of “NONE OF THE ABOVE” ever offered.
What kinds of choices can you offer?

- Choose an example that fits my world.
Choose Your Own Accident
Choose Your Own Accident

[work in small teams to complete the following activity]

1. Read the accidents from the work sheet and as a group choose the one that you’d like to use for this activity. *You may select one that fits a task you're familiar with or just one that interests you for some reason.*

2. Work together to fill out an accident report for the one you’ve chosen. *Fill out as much as you can. You may assume as much as you like in order to complete more of the form.*
Mine Accident, Injury and Illness Report
U.S. Department of Labor
Mine Safety and Health Administration
Approved For Use Through 09/30/2017 OMB Number 1219-0007

- Section A - Identification D
  MSHA ID Number  
  Contractor ID  
  Report Category  
  Metal/Nonmetal Mining  
  Coal Mining  
  Check here if report pertains to contractor

Mine Name  
Company Name

- Section B - Complete for Each Reportable Accident Immediately Reported to MSHA
  1. Accident Code (circle applicable code - see Instructions)  
     01 - Death  
     02 - Serious Injury  
     03 - Entrapment  
     04 - Inundation  
     05 - Gas or Dust Ignition  
     06 - Mine Fire  
     07 - Explosives  
     08 - Roof Fall  
     09 - Outburst  
     10 - Impounding Dam  
     11 - Hoisting  
     12 - Other Injury

2. Name of Company Investigator  
3. Date Investigation Started  
4. Steps Taken to Prevent Recurrence of Accident

- Section C - Complete for Each Reportable Accident, Injury or Illness
  5. Circle the Codes Which Best Describe Where Accident/Injury/Illness Occurred (see Instructions)
     (a) Surface Location:  
        02 Surface at Underground Mine  
        03 Mill, Preparation Plant, etc.  
        04 Surface Auger Operation  
        05 Cutline/Road/Refuse Pile  
        06 Drift Mining  
        07 Other Surface Mining  
        08 Independent Shops (with own MSHA ID)  
        09 Office Facilities
     (b) Underground Location:  
        01 Vertical Shaft  
        02 Slope/Inclined Shaft  
        03 Face  
        04 Intersection  
        05 Underground Shop/Office  
        06 Other
     (c) Underground Mining Method:  
        01 Longwall  
        02 Shortwall  
        03 Conventional Stopping  
        04 Longwall  
        05 Continuous Mining  
        06 Hand  
        07 Caving  
        08 Other

6. Date of Accident  
7. Time of Accident  
8. Time Shift Started

9. Describe fully the conditions contributing to the accident/injury/illness, and quantify the damage or impairment

10. Equipment Involved  
    Type  
    Manufacturer  
    Model Number

11. Name of Witness to Accident/Injury/Illness  
12. Number of Reportable Injuries or Illnesses Resulting from This Occurrence
13. Name of Injured/Ill Employee

14. Sex  
   Male  
   Female

15. Date of Birth
   Month  
   Day  
   Year

MAN
PPE Dress Up
What kinds of choices can you offer?

- Choose an example that fits my world.
- Ninety-nine ways to do the same thing.
99 WAYS TO TELL A STORY
EXERCISES IN STYLE
MATT MADDEN

An exploration of storytelling that will amuse and delight you, and inspire your own creative work—your novel, your comic, even your film.
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EXERCISES IN STYLE
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An explanation of storytelling that will amuse
and delight you, and inspire your own creative
work—your novel, your comic, even your film.

What time is it?

It's 1:15.

What the hell was I looking for, anyway?!

Thanks!
What kinds of choices can you offer?

- Choose an example that fits my world.
- Ninety-nine ways to do the same thing.
  - Different media to study the same material.
  - Different ways to deliver the same media.
Types of Activities

- Roll Play
- Video
- Game
- Worksheet
- Teach Others
- Put In Order

- Fishbowl
- Matching
- Game of Skill
- Problem Solve
- Solve a Puzzle
- Create a Plan
How Hazardous?
Chemical Assessment

I. Put chemical containers in order from least to most hazardous for a particular hazard.

II. Put SDS’s in order from least to most hazardous for a particular hazard.

III. Number chemicals from least to most hazardous for a particular hazard.
What kinds of choices can you offer?

- Choose an example that fits my world.
- Ninety-nine ways to do the same thing.
  - Different media to study the same material.
  - Different ways to deliver the same media.
- Chance as a choice.
Chance as a Choice
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Chance as a Choice
What kinds of choices can you offer?

- Choose an example that fits my world.
- Ninety-nine ways to do the same thing.
  - Different media to study the same material.
  - Different ways to deliver the same media.
- Chance as a choice.
- The illusion of choice is still a choice.
LOTO Video

1976 vs. 1996
What problems come with offering choices?

• Problem: Making the same choice each time.
  • Solution: Vary choices so they can’t always pick “video”.

• Problem: Don’t like choices the team makes.
  • Solution: Let them pick next time alone for the team.

• Problem: Won’t participate with group.
  • Solution: Put them in charge next activity or be resigned to the fact that you can’t force people to learn you can just try to make it attractive.
Other Problems?
“Tell me and I forget, teach me and I may remember, involve me and I learn.”

Benjamin Franklin

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