

# Rewards

## Can it really help in reducing injuries?

**S**ure they do...but beware of the consequences if not structured correctly.

The immediate returns of rewards can be positive. If employees are offered a reward for a particular action or activity, they will try their best to change

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If I achieve this, you will give me that. Without that, what incentive is there to achieve this.

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their behavior to achieve this reward. This is known as an extrinsic motivator. But what happens to employees once this reward is achieved. The employee will either revert back to their original actions because there is no longer a reward or they will want more rewards to continue the desired actions. This theory is advocated by a well known social scientist by the name of Pavlov.

### Reward drawbacks

#### *Short term results*

As briefly explained above, when the reward is taken away, employees may revert back to original practices. The reward now becomes the sustenance to change rather than the motivator itself.

#### *Hidden injuries*

To obtain the reward, the employee may hide or downplay an injury. Once the reward is received, the injury may surface. It may be too late to effectively treat the injury that has gotten worse.

#### *Hidden hazards*

Rewards may also encourage employees to hide hazards or look good just enough to attain the reward. If management doesn't see it, they will perceive us to be safe.

#### *Peer Pressure*

"In order for our department to achieve this reward, no one better report an incident." Happens all the time. Reporting injuries should be encouraged, but sometimes reward processes discourage.

### So what can be done?

#### *Management involvement*

In order for behaviors to change, examples need to be set by the leaders. Employees will be more motivated to work safe if they see their leaders practicing what they preach. This point can not be emphasized enough. If managers let unsafe actions and conditions slide, how can we expect employees to practice safety in the workplace.

#### *Recognize/ Praise*

Recognition is a basic human need. Like water and food, humans desire to be recognized and praised. This can be parlayed into safe behavior. Managers should capitalize on praising employees for safe work behaviors as much as possible. Sometimes a pat on the back may go further than a kick in the rear.

#### *Show some appreciation*

Employees just want to be appreciated for the work they do. Sincerely show some appreciation and you'll be surprised by what can be achieved for little or no cost to you.

Analyze • Inform • Motivate



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## About DTRIC Insurance Risk Consulting Services

The Risk Consulting Services team at DTRIC Insurance is designed to help you reduce accidents and injuries in the workplace. Our approach involves our proven **A.I.M.** process that is easy to understand and simple to implement.



### **ANALYZE**

We start by helping you understand and assess your current situation with services including:

- Safety audits
- Property and liability hazard surveys
- Accident investigation training
- Graphical analysis
- Job hazard analysis

### **INFORM**

Keeping your team members informed is essential to success. We'll help you:

- Develop a safety committee
- Provide educational resources
- Work with your management team to develop their skills and knowledge of regulations
- Address loss trends with training on key issues
- Open communications within your organization

### **MOTIVATE**

The more safety is promoted in your workplace, the more motivated your team members will be to make safety a top priority. Whether you motivate with promotions, incentives or recognition, we'll help you develop a results-driven method to encourage safety at all times.

DTRIC's Risk Consulting Services team will work closely with you to create a program to effectively improve your bottom line.