

**2016 FECA Operations & Safety Conference**

**Who Takes the Blame and the Effects on  
Your Safety Performance**

***Clearwater, FL***

***May 11, 2016***

# **What is Fundamental Attribution Error?**

**Our tendency to FIRST attribute a person's behavior to their poor character rather than the situation**

# What happens?



Negative Event



We assume the worst



Assign Blame to the Person

# Other Examples ... !

# The Wrong Number!

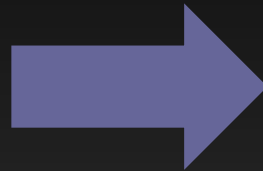
# The Office – Michael and Toby



# Why does it matter?

# Points to Consider

Blame focuses on the person not the problem



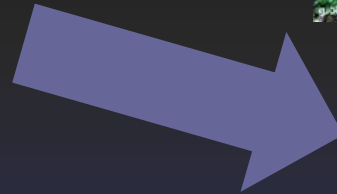
Responsibility accepts being part of the problem





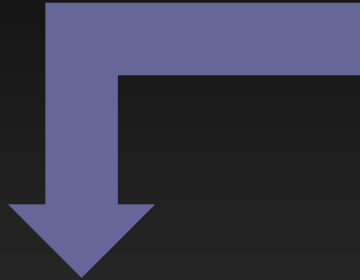
# Points to Consider

Placing  
Blame



Dilutes  
Personal  
Responsibility

# Points to Consider



Blame devalues the person

Responsibility emphasizes the importance of the person



# Points to Consider

Blame disrupts team  
unity



Unity brings power to  
a team

**We overlook situational forces that shape a  
persons poor performance!**



Poor  
Performance

*Creates*



Leadership  
Opportunity



***“The Moment of Truth”***

*Every player is watching*

**React**

**Understand**

**Rash / Emotional**

**Patient / Diligent**

**Target the Person**

**Target the Situation**

**Short-term focus**

**Long-term focus**

**Foolish**

**Wise**

# **“Extreme Ownership”**

## **Case Study**

## Hints of blame first culture

- **No one ever sees or knows what happened**
- **Safety committee assigned to determine preventable / non-preventable**
- **Safety committee assigned to determine if a safety rule or procedure was violated**
- **Field personnel insist a new safety rule book is needed to clarify rules**

# Considerations

- **Plan direction BEFORE the event**
  - ✓ **What principles will guide future decisions**
    - **Strong and determined to understand**
    - **Long term not short term**
  - ✓ **Determine your priority**
    - **Finding blame or fixing future!**
- **Understand blame is reactive**
  - ✓ **Control frustration**
  - ✓ **Be slow to anger**
- **Slow down – time strengthens wisdom and judgement**



# How do you want to lead

A great leader takes ALL responsibility and blame, and gives ALL the credit to the team!

Do you want?



## BLAME

THE SECRET TO SUCCESS IS KNOWING WHO TO BLAME FOR YOUR FAILURES.

[www.despair.com](http://www.despair.com)



Placing blame in a co-op is like saying  
“Your side of the boat is sinking”!

# Questions or Comments?

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