



Predicting & Preventing Human-Induced Accidents

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The signs were there all along

How did we not see them?

HINT #1:

It's less seen by our eyes –
as it's experienced between our ears!



HINT #2:

It's always been hidden in plain sight



ANSWER:

It's our State Of Mind
S.O.M.





Brandie Meisner
President | CFO

M&M
EXCAVATING



Past President MITA

mita

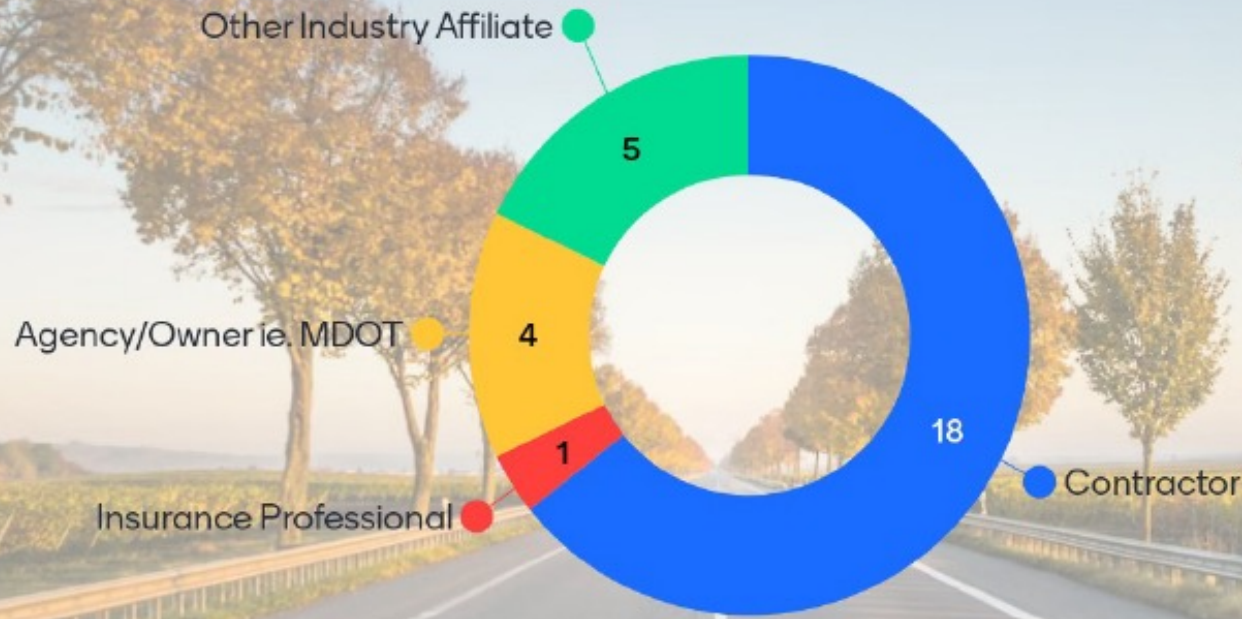


What's your first name?

34 responses



How are you connected to MITA...



What's is your Primary Job/Role?

Manager

PM

Project Manager

Pipe layer

Senior Safety Specialist

PM

Senior Inspector

Safety Director

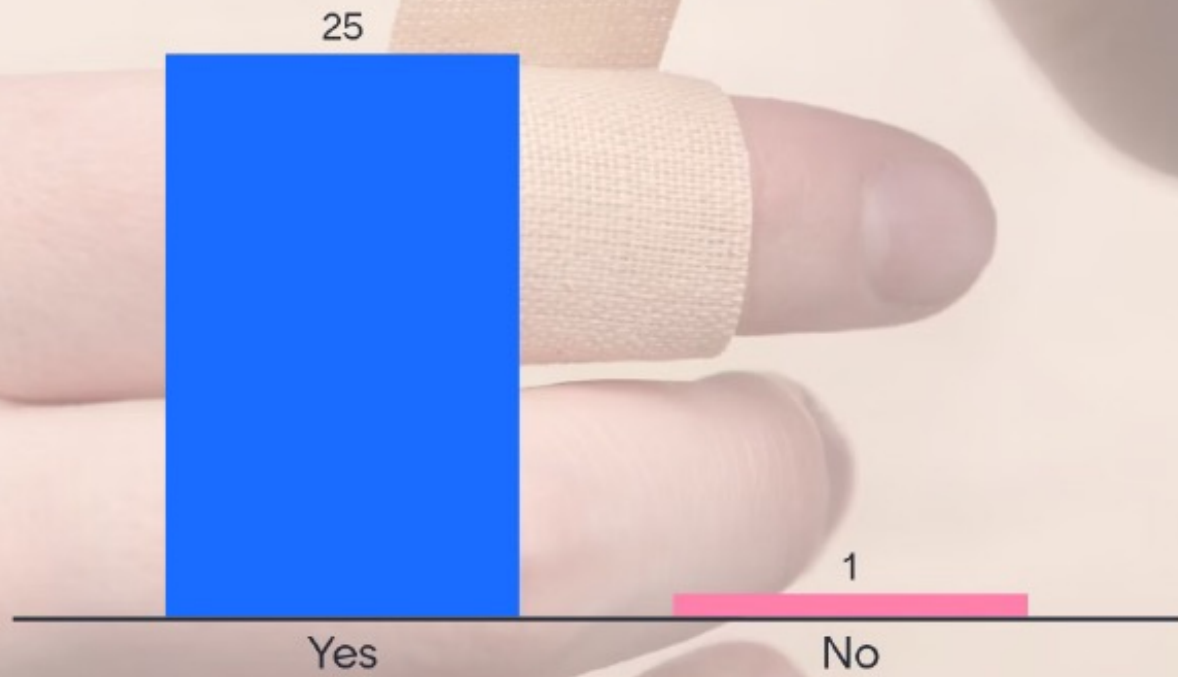
What's your
intuition say
about
safety...



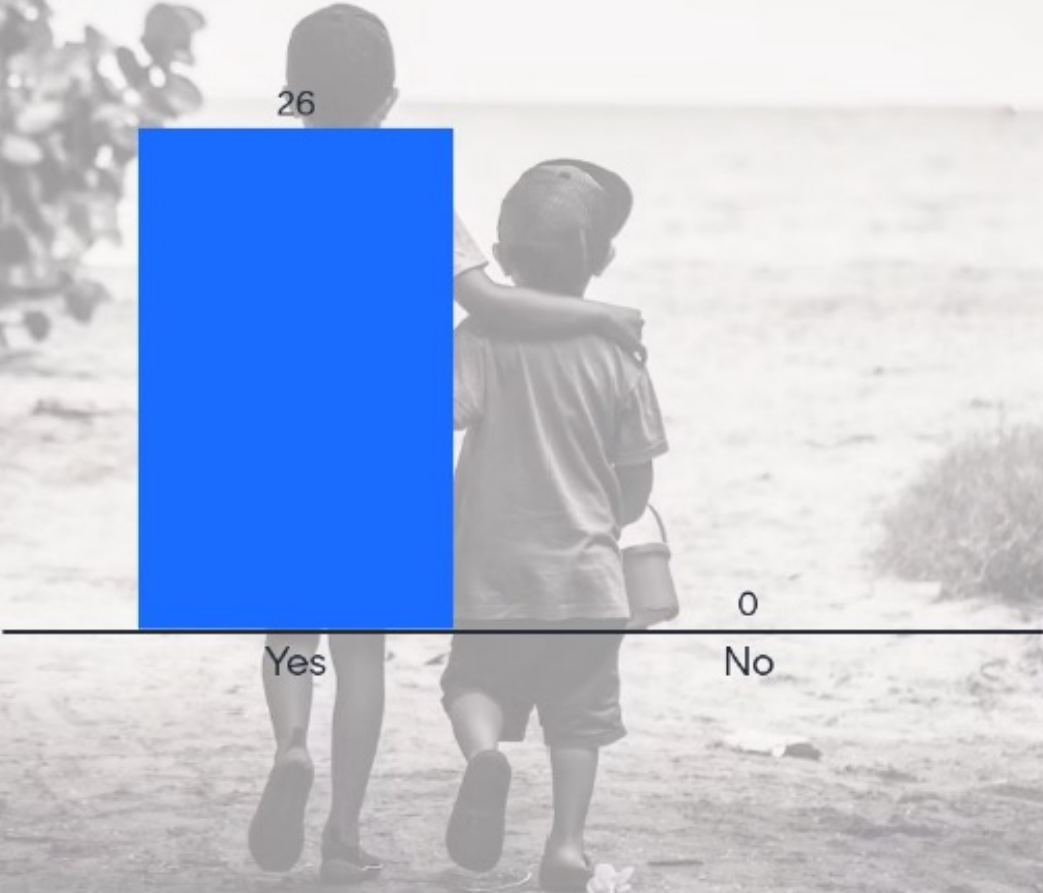
Can you identify individuals within your workplace who do not take safety seriously?



Are there individuals who seem prone to accidents?



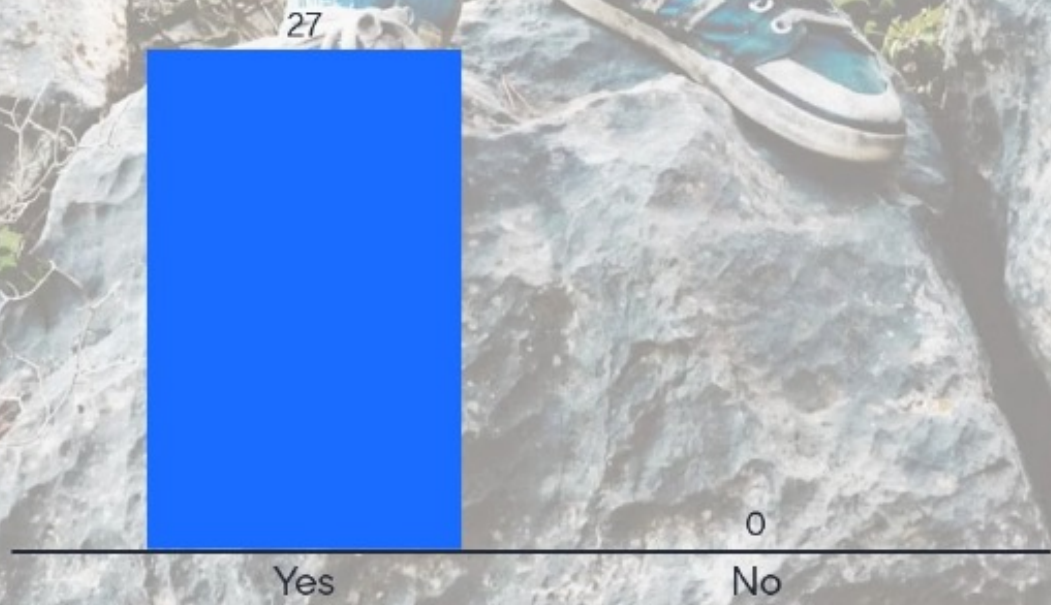
If YOU could improve your company's safety record, through better understanding your co-workers, would you?



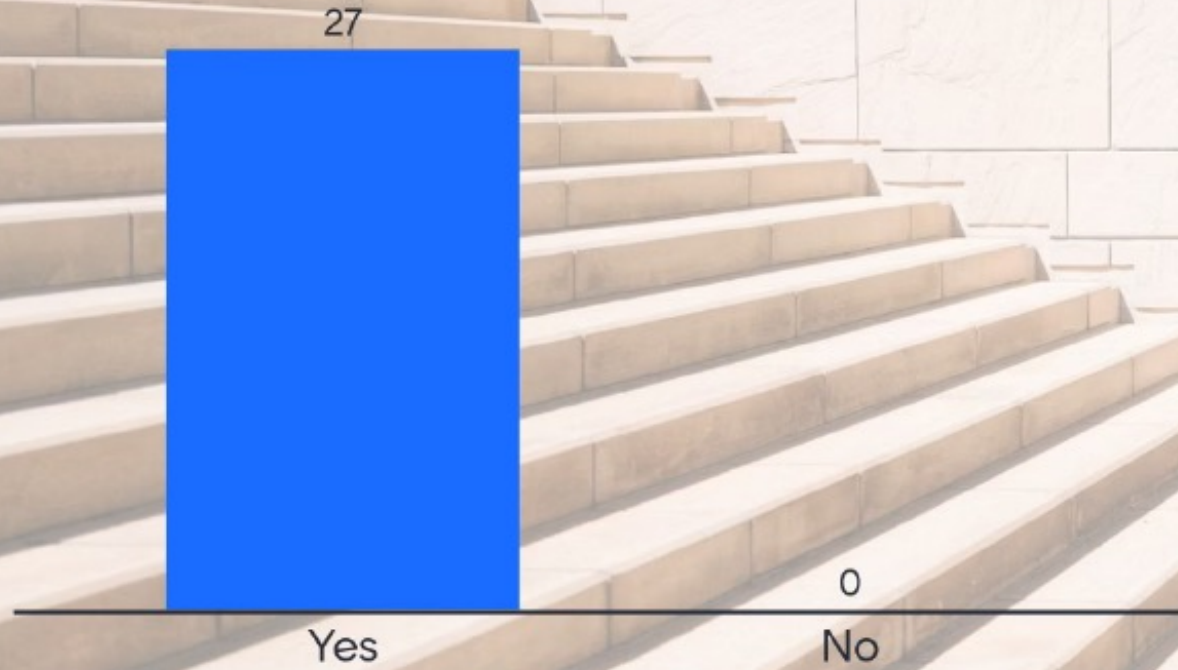
If your company could distinguish itself in the safety/risk management arena, do you think they would?



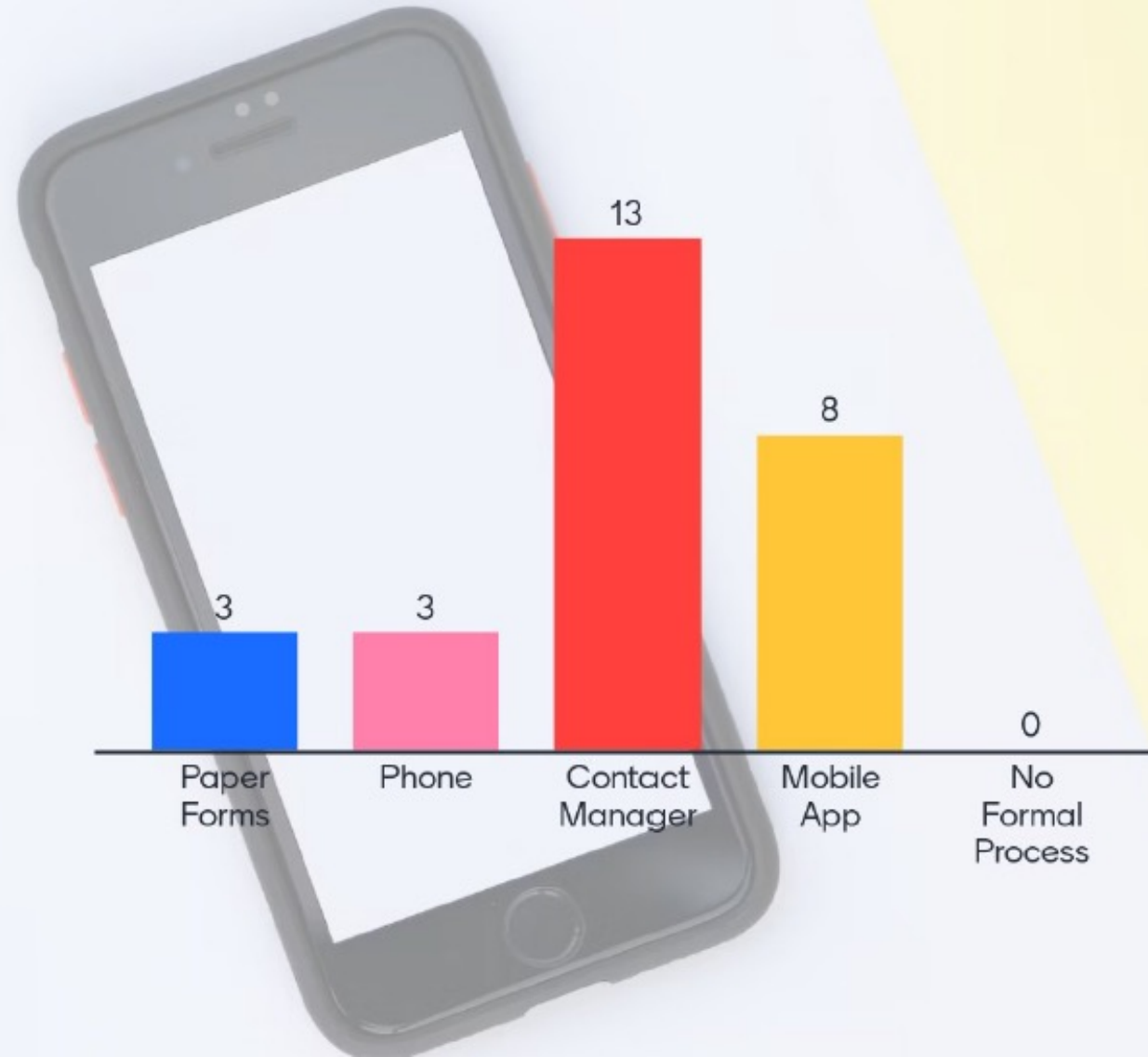
Does your company empower employees to speak up when they see something that could be a potential safety issue? And, if not, should they?



Are steps taken to mitigate observed safety hazards? And if not, should they?



How do employees at your company report injuries?



So... what's
the biggest
influence on
safety?





**I have a
hunch...
and I think
you do, too!**



Safety 3rd by Mike Rowe



What if I told you...

Our industry is on the cusp of predicting & preventing many human accidents.

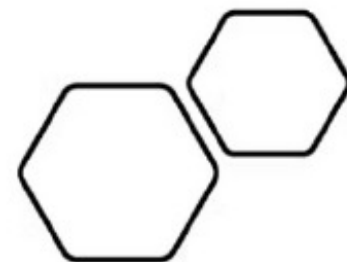
Lowering costs; minimizing work loss; even reducing fatalities .

I am convinced there is a new way of working – requiring a new way of thinking.

Interested?

**But, there
are some
serious
roadblocks...**





Upriver Metaphor

The River Parable

- Late one afternoon, several villagers saw a child drowning in the river. They rushed out and rescued him. While applying artificial respiration, they noticed there were two more children in the river. They dove in and saved them, too.
- Moments later they saw two more children in the river and began calling for help. More villagers responded, forming a human chain to reach the children who were appearing in the river in alarming numbers.
- At last, one of the rescuers broke away from the group on the bank and walked away, heading up the river. The others yelled, “Where are you going? You have to help us save these children!”
- “There comes a point when we need to stop just pulling people out of the river,” she replied. “I’m going upstream to find out why they’re falling in.”

The river parable is often attributed to Desmond Tutu, the South African bishop and human rights activist, though versions of the story have been told by many others.

Limiting States of Mind

- Fear of Blame: "If I report an incident, I'll be punished."
- Disempowerment: "Safety is someone else's job."
- Trade-off: "Safe means less productive."
- Fatalism: "Injuries are part of the job."
- Complacency: "Culture change takes time."
- Quoted from McKinsey & Co.



The M&M
Story goes
something
like this....



- M&M Excavating Celebrated 50 years in 2023

- At 2018 MITA Future Leaders – M&M introduced to PCS Global
- M&M was actively transitioning from 1st Generation Founders to 2nd Generation
- Hired PCS Global for Management Training
- BSP Assessments and Training
 - Grow Your Blue, Ideal Team Player, Five Habits of Cohesive Teams, Find Your Why
- Expanded Consulting: Succession Planning & Development
- Identify 3rd Generation – Emerging Leaders
- Begin Shifting Culture away from Command & Control Mindset
- Actively Developing a Professionally Managed Organization
- Ongoing Effort... Requires Patience!



- Transforming Lives
- Inspiring Growth
- Facilitating Awareness

Dr. John Mlinarcik
PhD, MA, MS, LMSW, CEO
Head Coach &
Founder



- Founder & CEO of PCS: Transitioning from Psychotherapist to Confidential Coach Trainer & Consultant; Mediation & Innovation
- Over 135,000 one-on-one, couple and group interviews, interventions, assessments and presentations
- Conducted over 1200 auto dealership evaluations and engagements
- Team General Managed Nation's 2nd Largest Ford Dealership – growing it from 182 to 700 sales / mo. (averaging >900 mo. now)
- Chief Strategy Officer of CallSource
- EVP RL Polk Professional Services
- Senior Dir. of R+R Consulting
- COO of The Nickelsen Group
- 12-time NADA keynote speaker & webinar presenter
- Presented / Lead hundreds of 20 Group & Dealership Presentations
- 14-time Digital Dealer + RVDA + Boating Ontario + Ziegler Internet Battle Plan Workshops
- Rolling-out national network for targeted Selection; Development; Team Building; Customer Relations & Safety Modeling



How do our States of Minds Influence - Everything

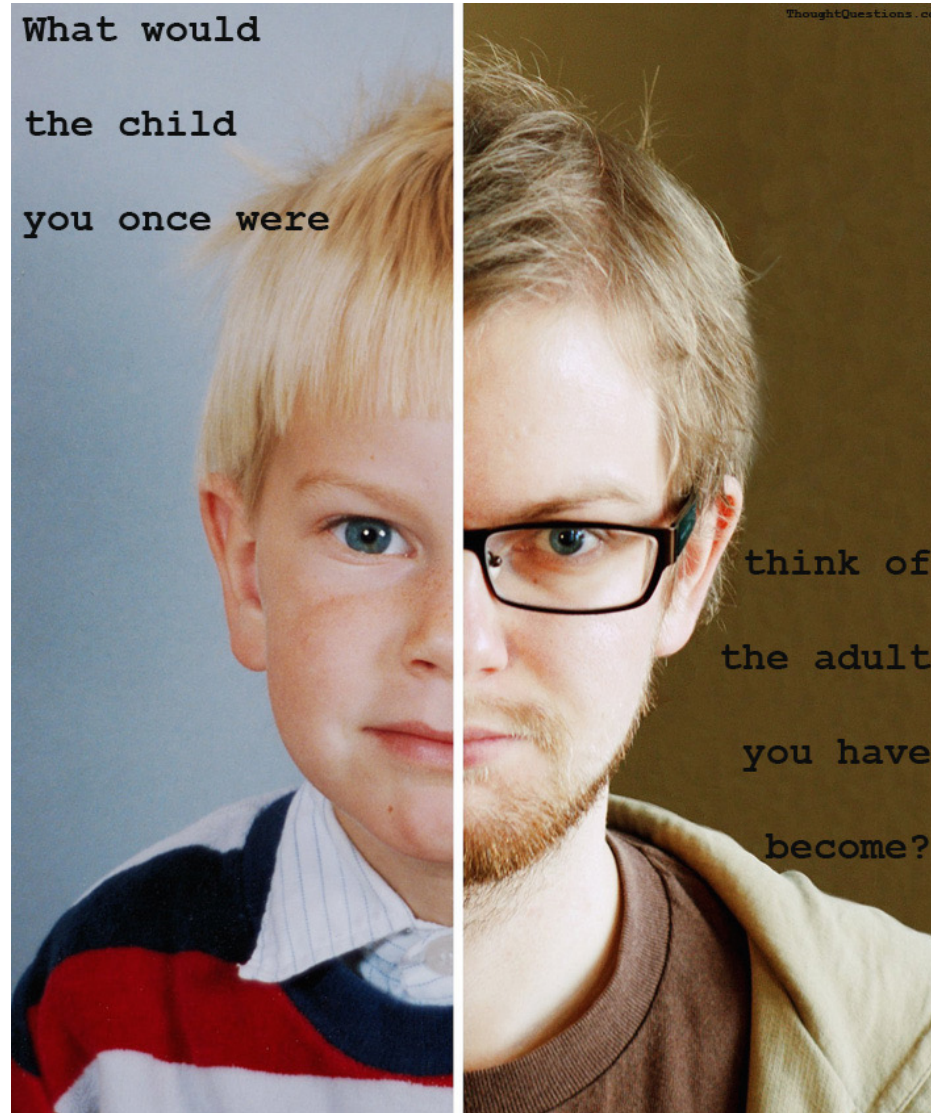
Brain Controls Everything



But WE control our brains



Let's Examine What's Behind our Adult Behaviors



All Behavior is Purposeful



What's
its
Purpose?

To
fulfill your
INTERPRETATION

Our reality
is relative to our
interpretation of it

$$A + B = C$$

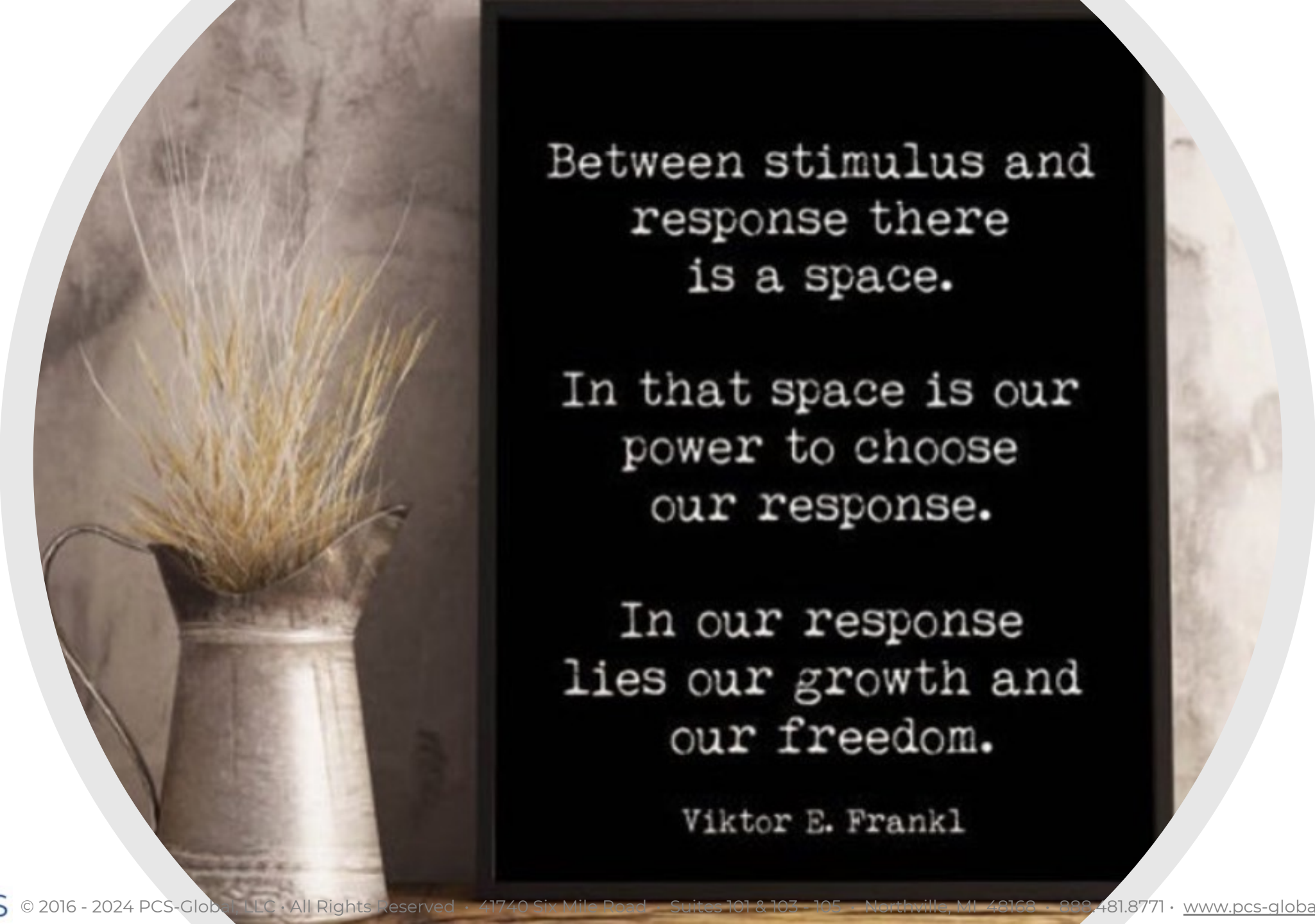
Activating Event

+

Belief or Interpretation

=

Consequences Action / Behavior

A circular frame containing a photograph of a silver pitcher with dried grasses and a black text box with white text.

Between stimulus and
response there
is a space.

In that space is our
power to choose
our response.

In our response
lies our growth and
our freedom.

Viktor E. Frankl

Birth to 5 Years of Life & by 18

- ✓ Learns 7 to 12X's faster than adults
- ✓ 40,000 to 60,000 thoughts per day
- ✓ 635,000,000 thoughts during first 5 years
- ✓ How many of those thoughts do you recall?
- ✓ 80% of personality
- ✓ By HS Graduation = 80% of what you'll ever know

So how does this play out in our lives
and what does it have to do with RISK



Life is about perspective

A few days ago, I was having some work done at my local garage.

A customer came in and asked for a seven-hundred-ten.

We all looked at each other, and another customer asked,

"What is a seven-hundred-ten?"

She replied, "You know, the little piece in the middle of the engine,

I lost it and need a new one. It had always been there."

The mechanic gave the lady a piece of paper and a pen

and asked her to draw what the piece looked like.

She drew a circle and in the middle of it wrote 710.

He then took her over to another car which had the hood

up and asked, "is there a 710 on this car?" She pointed and said,

"Of course, it's right there."

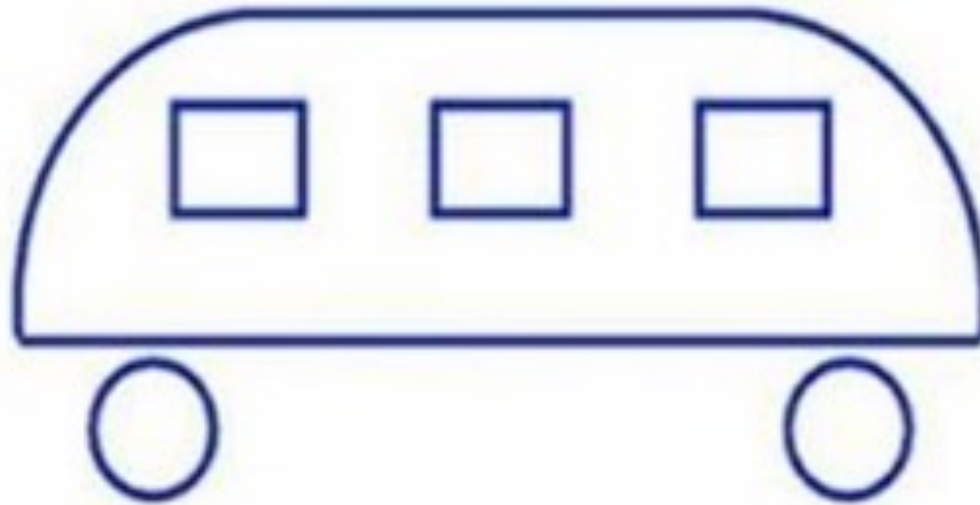
Was She Wrong?



Was She Wrong?

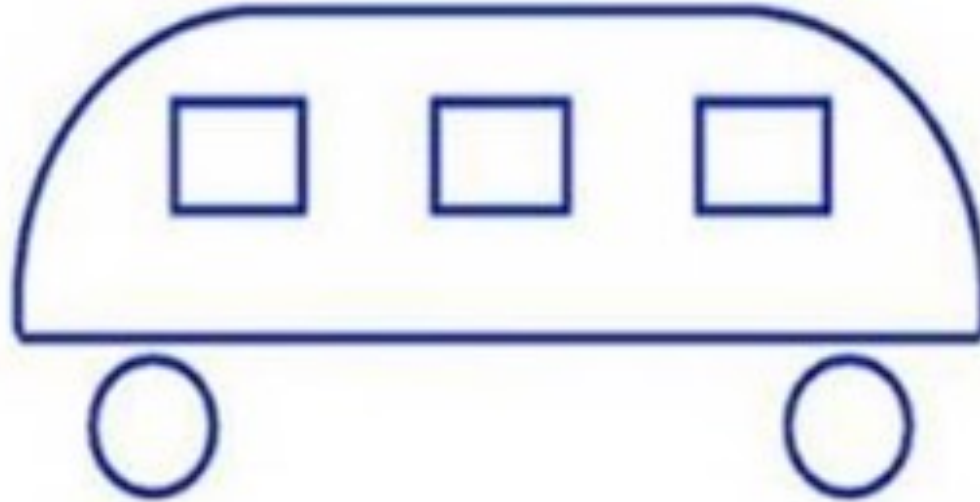


A PRE-SCHOOL TEST FOR YOU



**Which way is the bus above traveling?
To the left or the right?
Can't make up your mind?
Look carefully at the picture again.
Still don't know?**

A PRE-SCHOOL TEST FOR YOU



Pre-schoolers all over the United States were shown this picture and asked the same question.

92% of the preschoolers answered:

“The bus is traveling to the left.”

When asked: “Why do you think the bus is traveling to the left?”

“Because you can’t see the door to get on the bus.”

What is the reason for the logical sequence of these numbers?

8 5 4 9 7 6 3 2 0

They're ALPHABETICAL

8 5 4 9 7 6 3 2 0

E_{ight} F_{ive} F_{our} N_{ine} S_{even} S_{ix} T_{hree} T_{wo} Z_{ero}

Behavioral Styles Profile



An *Energy-Model* of Social Psychology
interpreting **Moment-by-Moment** People-Reading
for Personal Development & Enhancing Communication

The **BSP** is a contemporary program,
inspired by a model having been used in training
venues with over 500,000 associates across
47 states and 14 countries*



4-Universal Ingredients

RED



GREEN



GRAY



BLUE



Assessed within one's Professional & Personal Lives

Evaluated under Typical & Stressful Times

Each measured on a scale of 0-150

The Four Primary Behavioral Style-Ingredients via the **B S P** Continuums

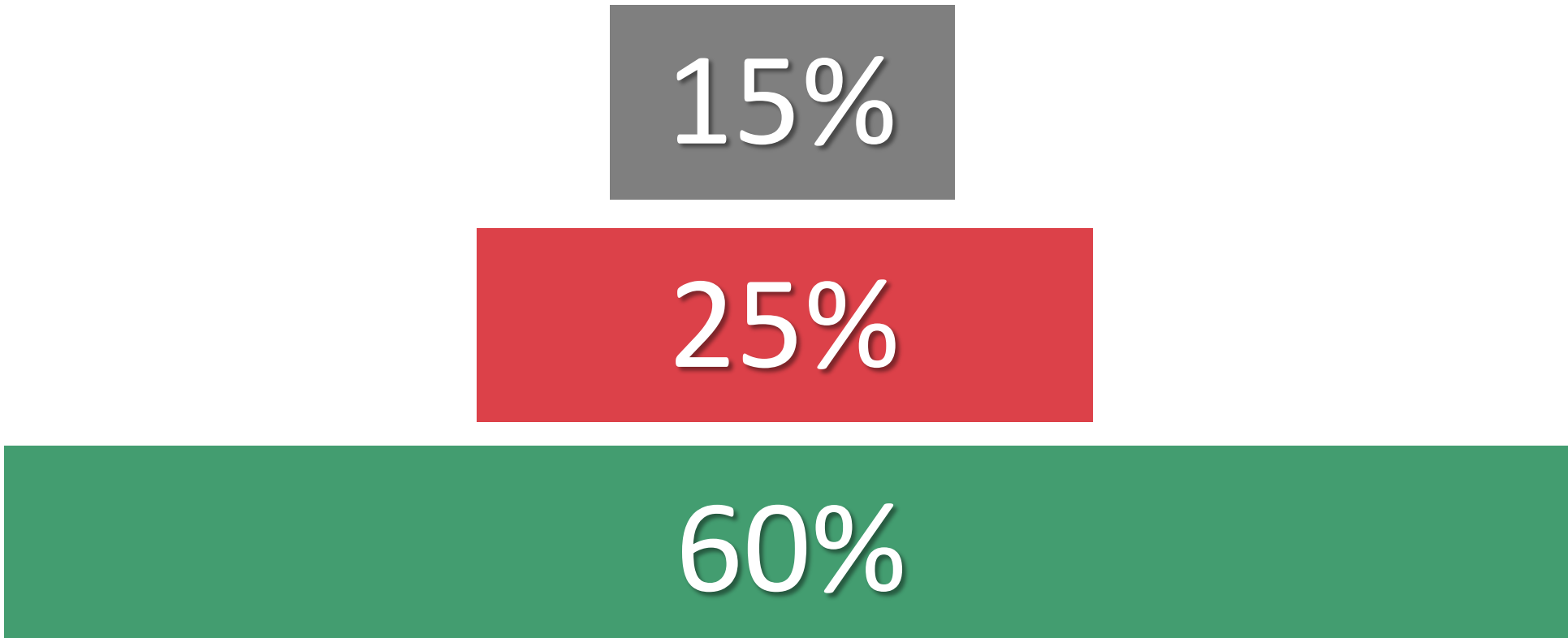
GRAY

GREEN

RED

BLUE

US Population* Distribution for each **B S P** Continuum

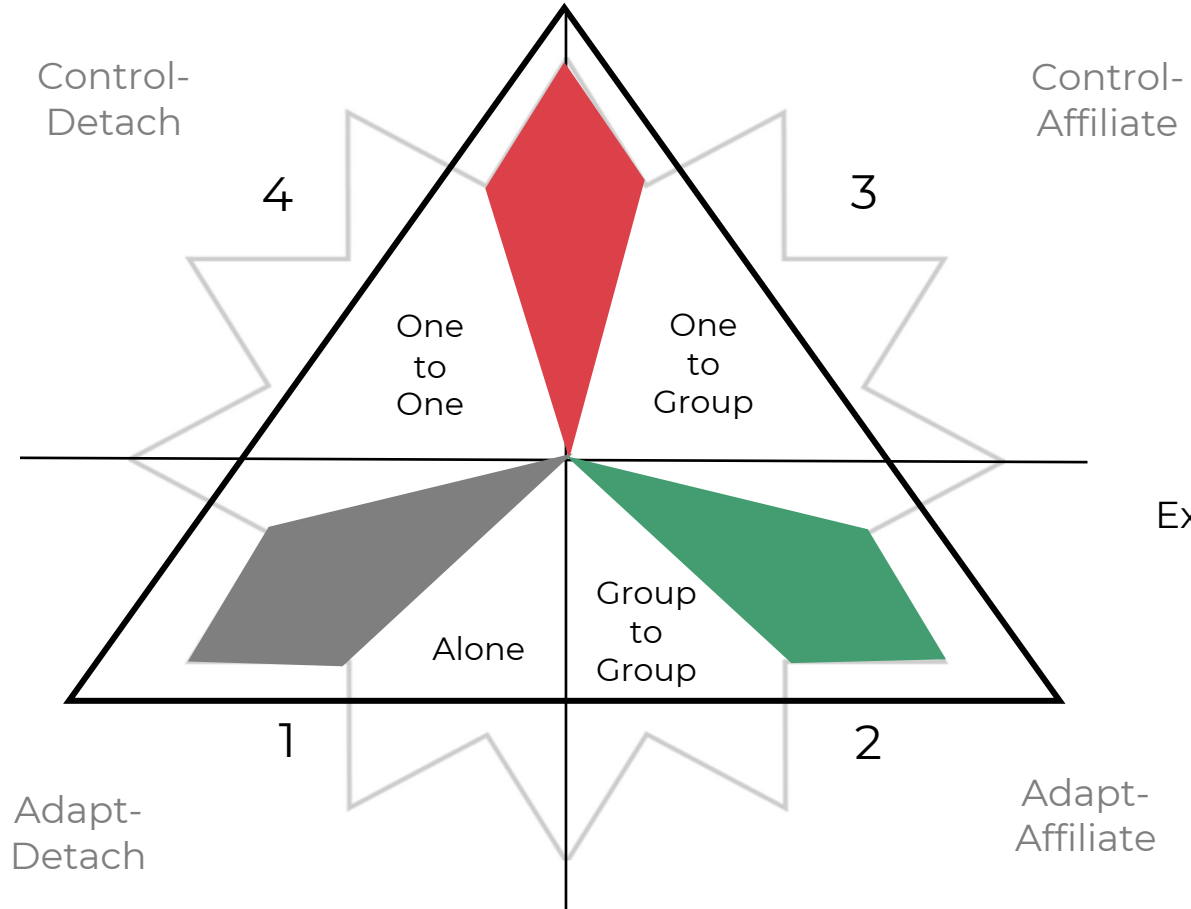




Assessing Matrix*

Control

Environmental Preference -
Active / Self-Motivated
Initiating



Detach

Interaction Preference -
Introverted / Withdrawing
Self-Engaging

Affiliate

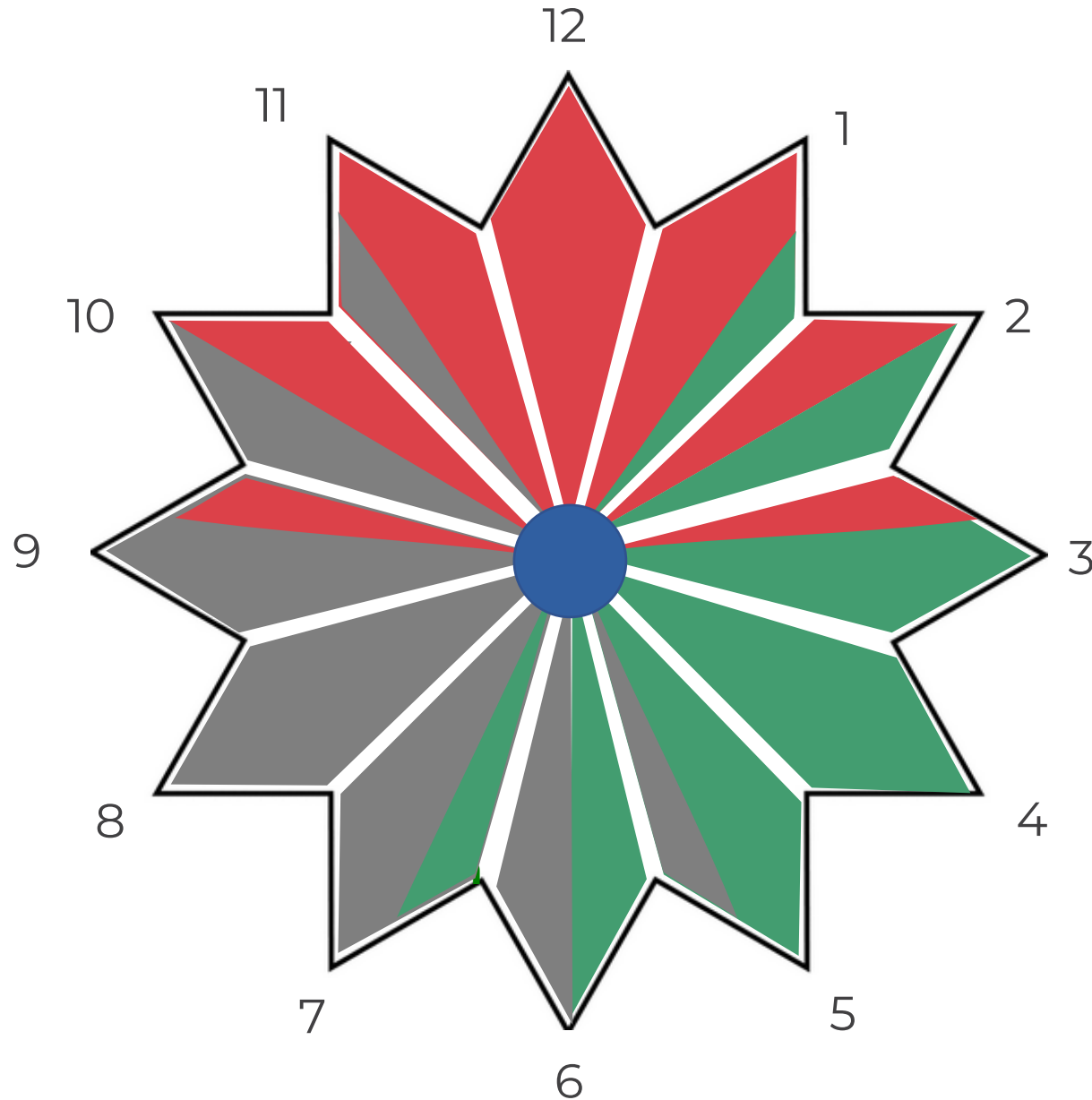
Interaction Preference -
Extroverted / Engages w/ Others
Involving

Adapt

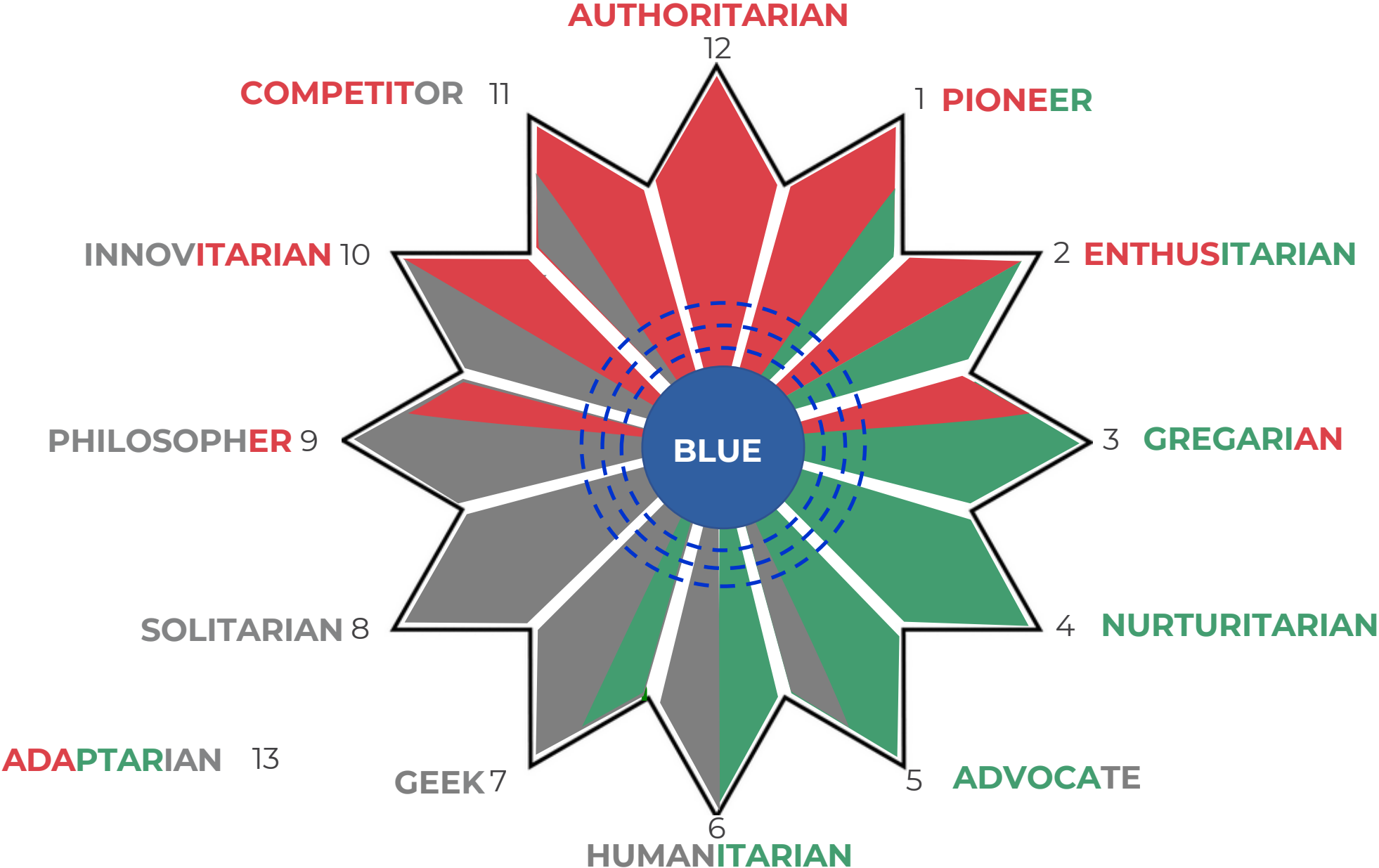
Environmental Preference -
Passive / Other-Motivated
Responding

*Adapted from TKA 1988
JPA 2001

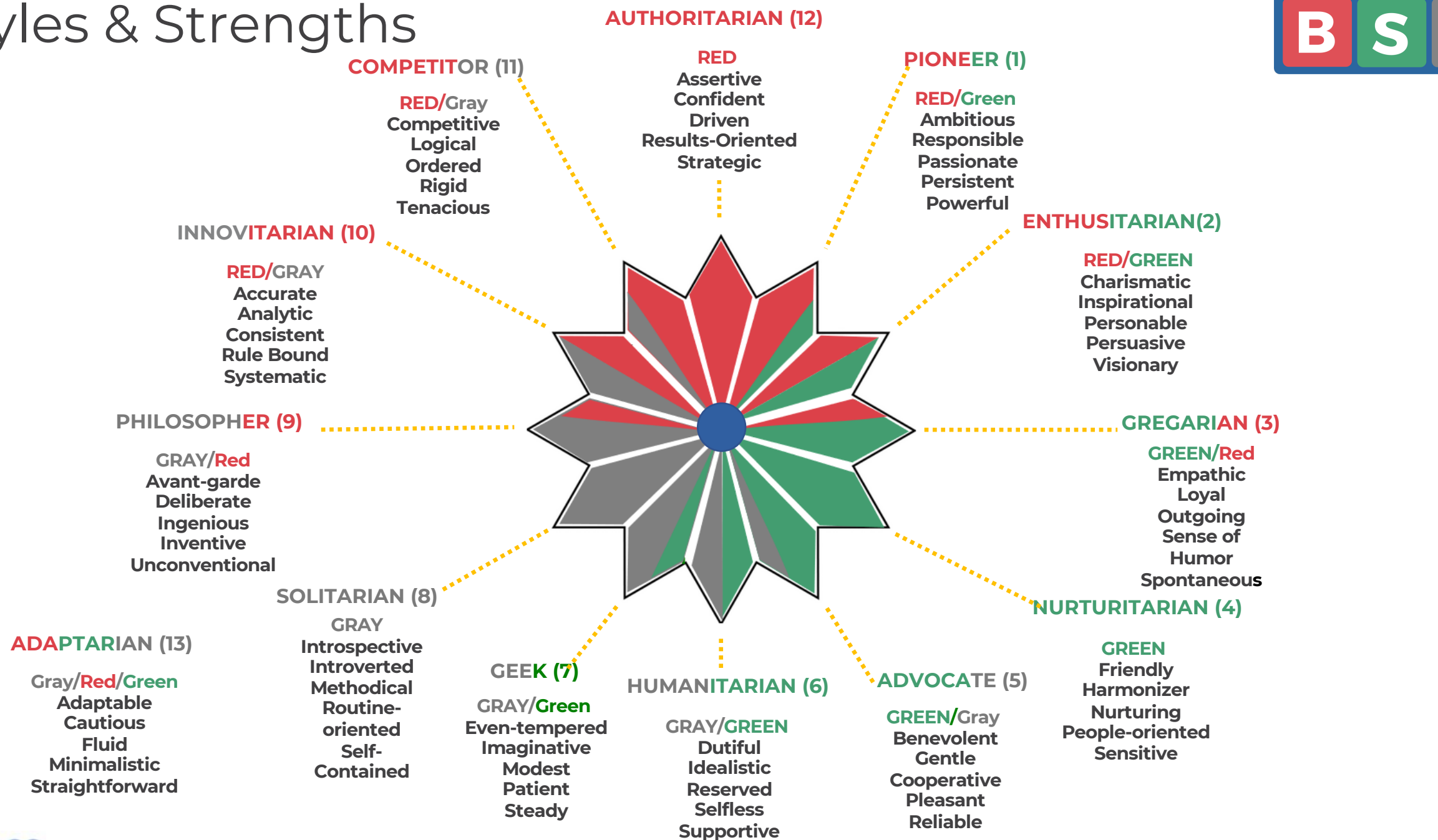
Behavioral Styles Profile



Behavioral Styles






Styles & Strengths



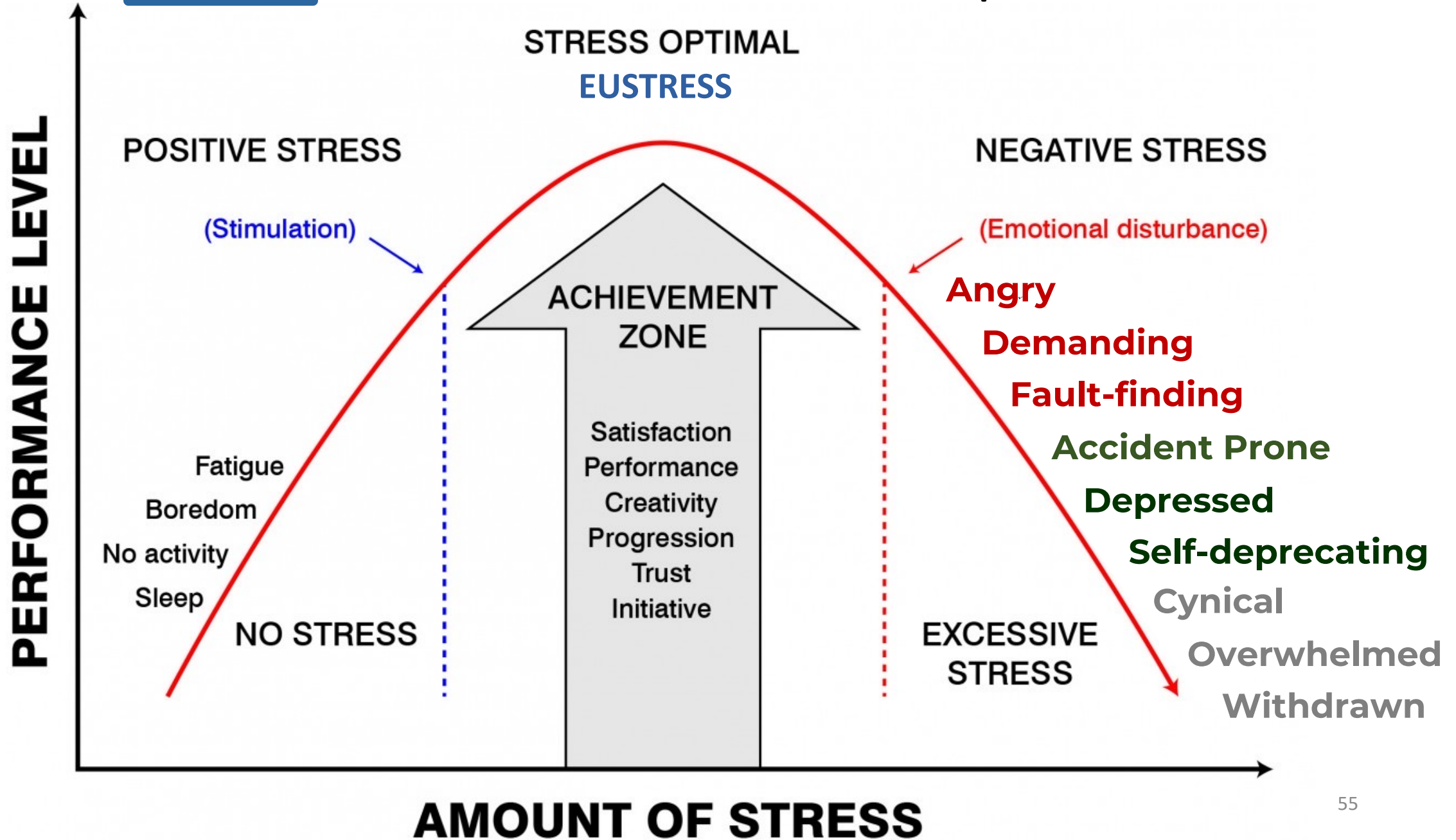


States Of Mind & Behavioral Styles - Traits

Category	RED 	GREEN 	GRAY 	BLUE
Orientation	Achievement	Connection	Stability	Awareness
Business Focus	Results	People	Tasks	Flexibility
Strengths	Visionary Persistent	Empathic Personable	Focused Imaginative	Balanced Autonomous
Traits	Ambitious Assertive Confident	Friendly Compassionate Caring	Calm Reflective Structured	Intentional Congruent Positive
Needs	Completion Esteem Purpose	Harmony Belonging Love	Safety Consistency Peace	Self-Actualization Growth Evolution
Instinct	Fight	Flight	Freeze	Flow
Fears	Loss of Control Being Incorrect Failure	Rejection Loneliness Exclusion	Change Ambiguity Self-Exposure	N/A
Negative Emotions	Anger -> Blame	Guilt -> Shame	Sadness -> Despair	N/A



: Eustress & Dis-stress Sequence





B **S** **P**

BLUE is Above the Line





Above or Below the Line Categorizations

RED
Above the Line

GREEN
Above the Line

GRAY
Above the Line

RED
Below the Line

GREEN
Below the Line

GRAY
Below the Line



Above or Below the Line Categorizations

Committed to learning
Collaboration
Speak unarguably
Questions beliefs
Open

People connection
Play
Collaboration
Listens deeply
Open

Curious
Innovative & Creative
Analytical
Idealistic
Open

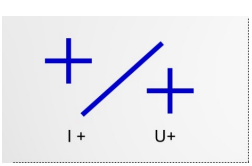
Not enough money & time
Threaten due to loss of control
Finding fault & making conflict
Arguing for the act of winning
Defensive or Justifying; Closed

Not enough love or energy
Threat for approval
Gossiping or blaming
Avoiding conflict
Closed

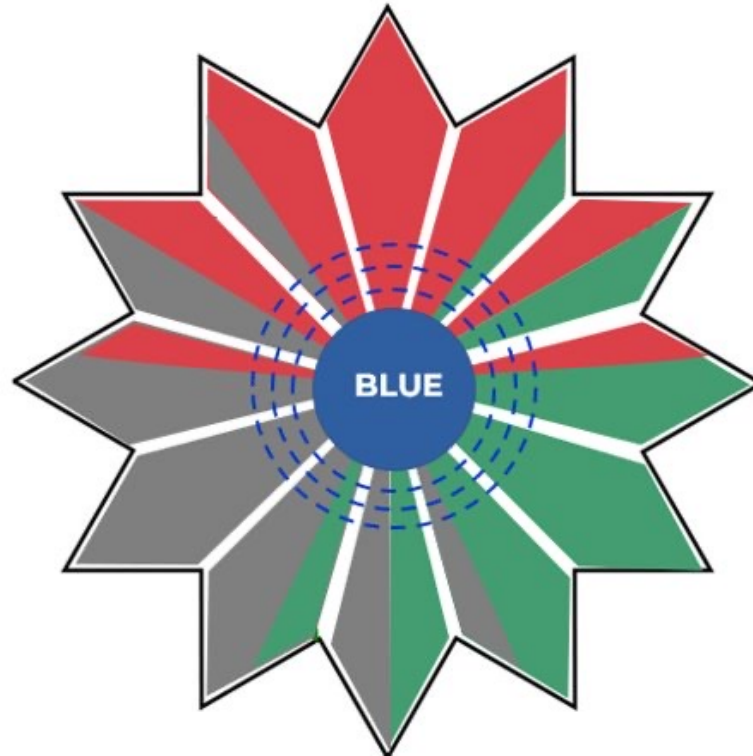
Not enough space or energy
Threat to loss of security
Becoming overwhelmed
Withdrawing
Closed



BLUE Ingredients



- Abundance
- Acceptance
- Awareness (Situational)
- Acceptance
- Authenticity
- Compassion
- Creation
- Empathy
- Energy
- EQ
- Forgiveness
- Fulfillment
- Giving
- God-like
- Gratitude



- Happiness/Joy
- Healing
- Loving
- Non-judgement
- Objective
- Open
- Peace
- Resilience
- Self-Determination
- Selflessness
- Servant leadership
- Trusting
- Understanding
- Versatility
- Wisdom

M&M Initial Example

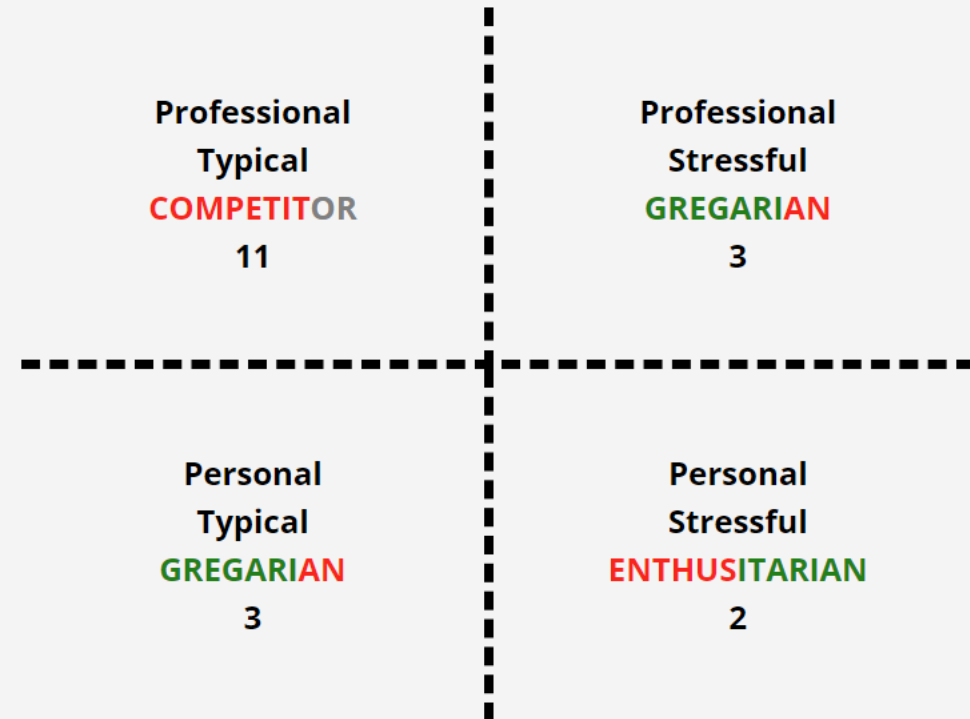
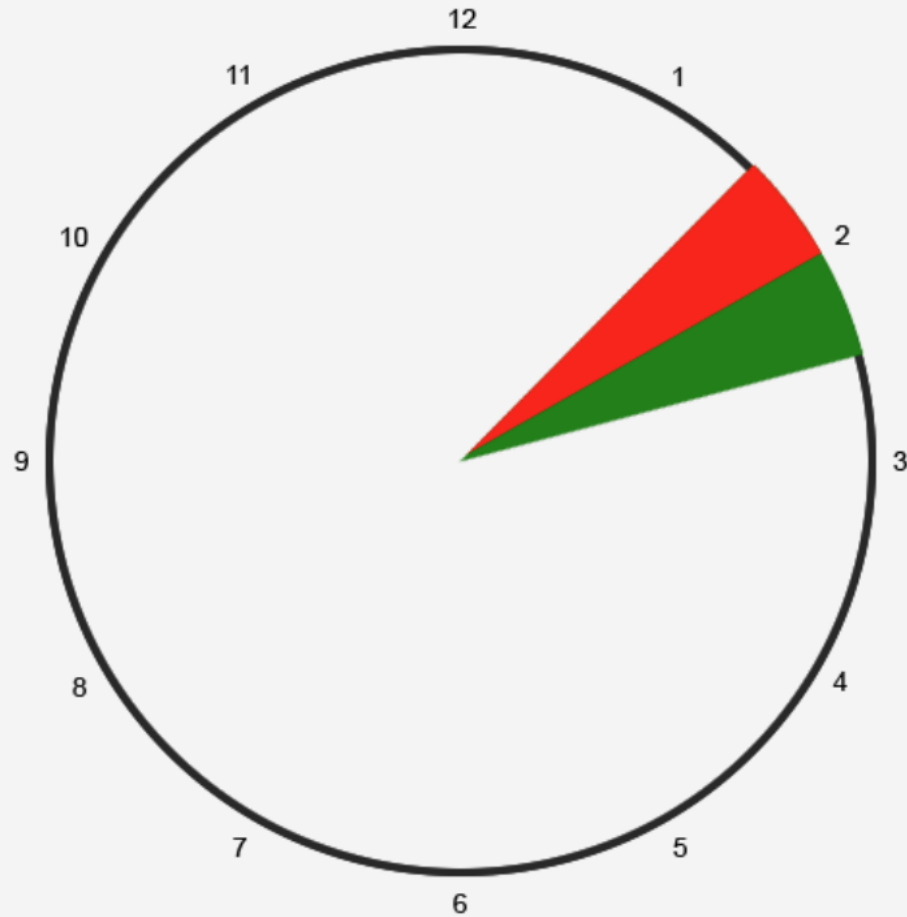
- 3-Incidents w/in the 1st qt. of 2024
- Highlight each
- Length of service
- Set of circumstances
- Manager identification -
- Intervention
- Outcome



AKA: Abe



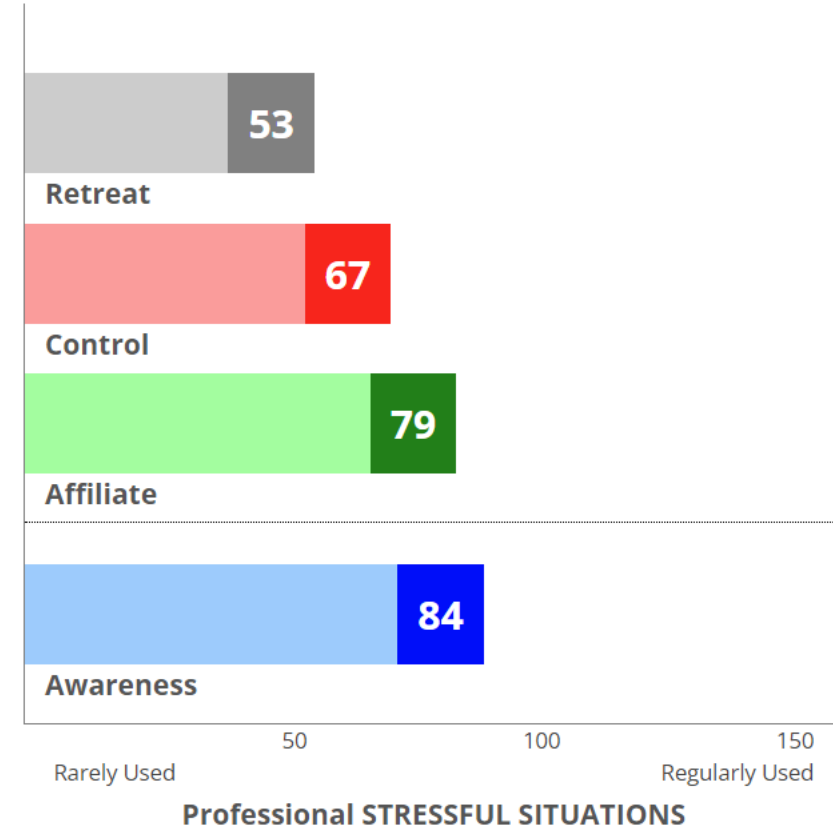
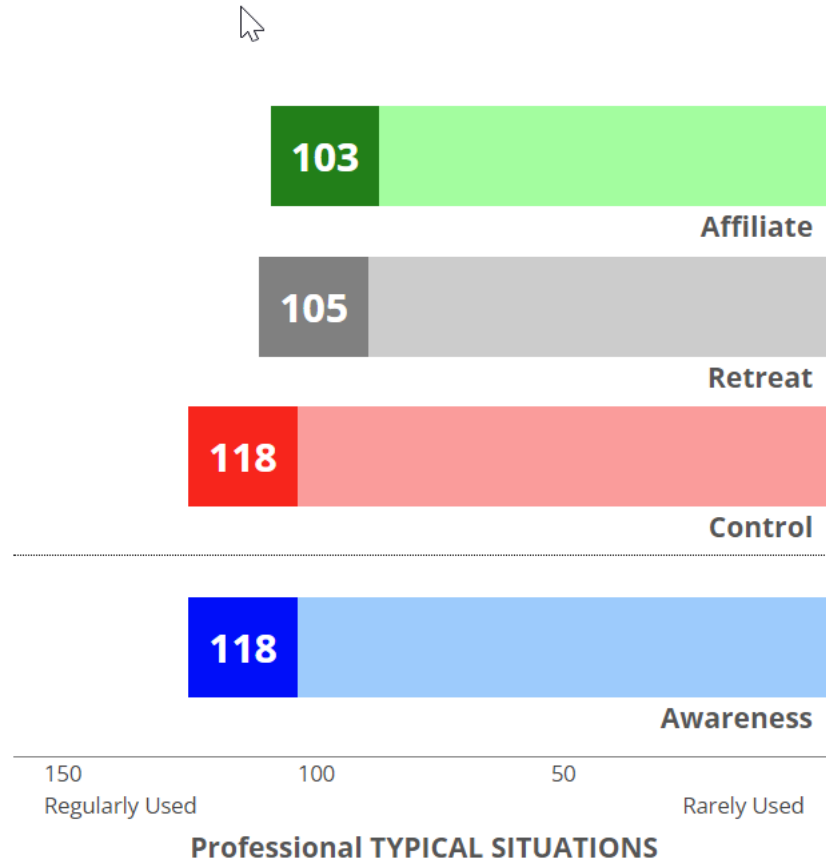
Overall Type is the sum of four quadrants of behavior:



AKA: Abe



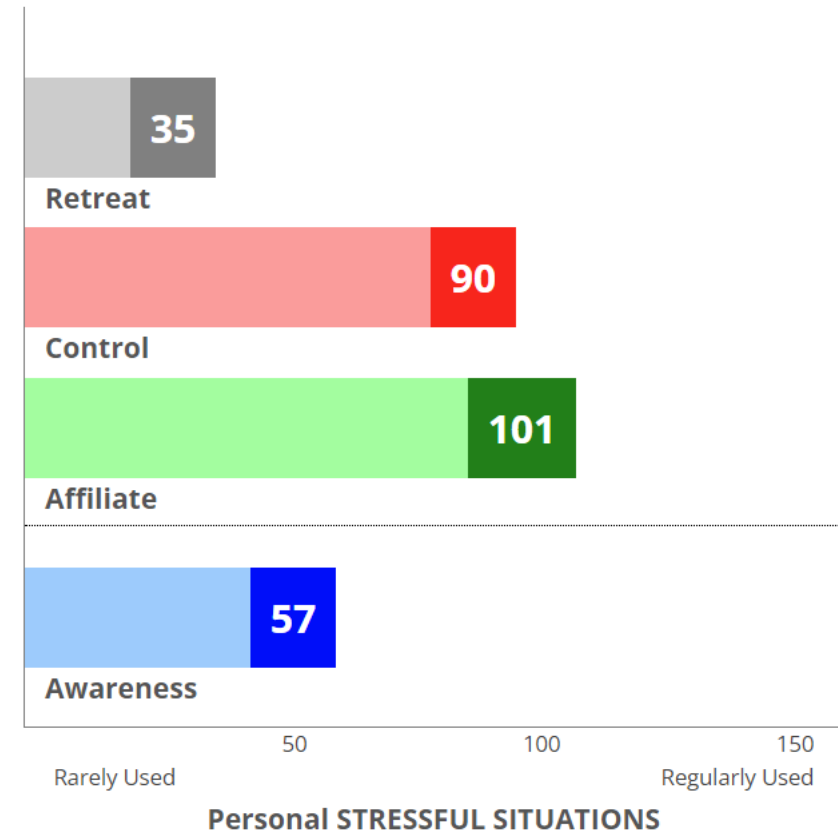
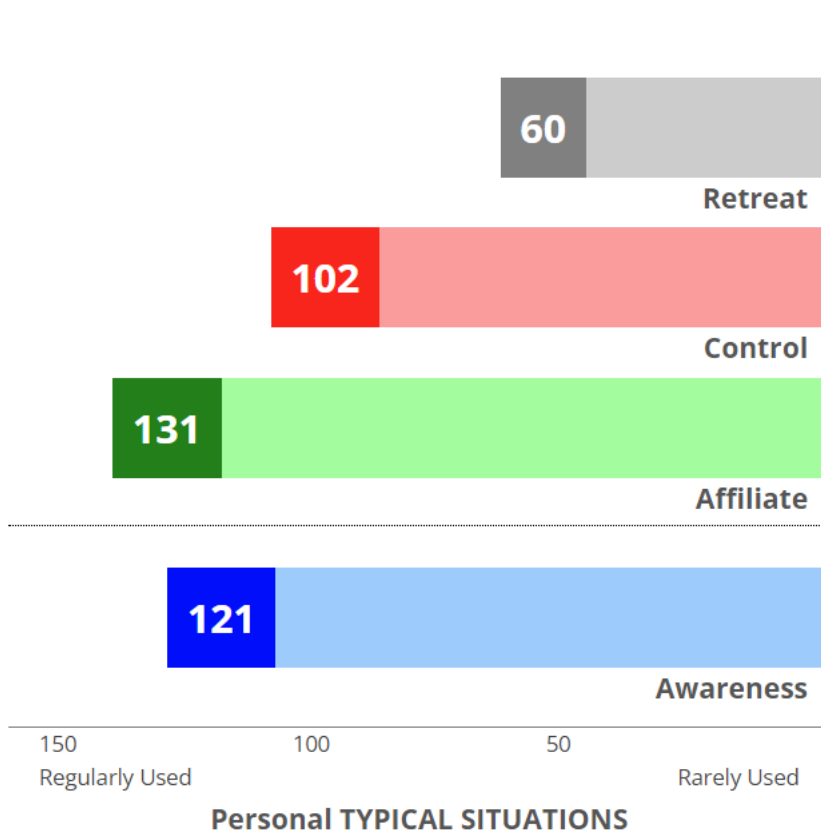
Professional: **COMPETITOR** / **GREGARIAN**



AKA: Abe



Personal: **GREGARIAN** / **ENTHUSITARIAN**



If This Makes Sense?

- You are invited to participate in an on-boarding research for new-hires
- Also, if you have associates who have had accidents or near misses
- BSP #12 Questions ...
- Contact Brandie or drJohn

brandie@m-mexcavating.com

989-619-2225

drJohn@pcs-global.com

248-207-3777