



Training Solutions, Delivered!

A SAFETY CAROL

(Concise)

**Leader's Guide, Fact Sheet
& Quiz**

Item Number: 1745
© AP Safety Training

This easy-to-use Leader's Guide is provided to assist in conducting a successful presentation.

PREPARING FOR THE MEETING

Here are a few suggestions for using this program:

- a) Review the contents of the Fact Sheet that immediately follows this page to familiarize yourself with the program topic and the training points discussed in the program. The Fact Sheet also includes a list of Program Objectives that details the information that participants should learn from watching the program.
- b) If required by your organization, make an attendance record to be signed by each participant to document the training to be conducted.
- c) Prepare the area and equipment to be used for the training. Make sure the watching environment is comfortable and free from outside distractions. Also, ensure that participants can see and hear the TV screen or computer monitor without obstructions.
- d) Make copies of the Review Quiz included at the end of this Leader's Guide to be completed by participants at the conclusion of the presentation. Be aware that the page containing the answers to the quiz comes before the quiz itself, which is on the final page.

CONDUCTING THE PRESENTATION

- a) Begin the meeting by welcoming the participants. Introduce yourself and give each person an opportunity to become acquainted if there are new people joining the training session.
- b) Introduce the program by its title and explain to participants what they are expected to learn as stated in the Program Objectives of the Fact Sheet.
- c) Play the program without interruption. Upon completion, lead discussions about your organization's specific policies regarding the subject matter. Make sure to note any unique hazards associated with the program's topic that participants may encounter while performing their job duties at your facility.
- d) Hand out copies of the review quiz to all of the participants and make sure each one completes it before concluding the training session.

1745 A SAFETY CAROL (*Concise*) FACT SHEET

LENGTH: 13 MINUTES

PRODUCTION YEAR: 2013

PROGRAM SYNOPSIS:

Ernest "Scrooge" Hungerfield and Jacob Marley didn't have time for safety. They thought following safety procedures was a waste of their precious time and they bullied or teased anyone they perceived as "wasting time for safety." One day, while performing a task in his usual unsafe manner, Marley is killed. Marley's death causes Scrooge to become even more convinced that all workplace injuries are unpreventable. The ghost of Marley is doomed to live in the endless dimension of regret and forced to watch the ripple effects of his unsafe actions on himself and his co-workers. Marley's ghost explains to Scrooge that he too will be doomed to the same fate if he does not change his ways and embrace safety. Marley's ghost tells Scrooge he will be visited by the Spirits of Safety Past, Safety Present and Safety Future and he must learn from them to avoid the same fate. After the three spirits teach him valuable safety lessons about the impact of his past, present and future unsafe acts, Scrooge vows to become a positive safety influence on others. He learns that safety can be contagious and that when safe choices are made in the present, the future is a much better place.

PROGRAM OBJECTIVES:

After watching the program, the participant will be able to explain the following:

- What Marley's ghost tells Scrooge when he takes him to the dimension of endless regret;
- What the Spirit of Safety Past recalls about the ripple of effects of past choices;
- What the Spirit of Safety Present stresses about employees being easily led astray from the safety effort;
- Which consequences the Spirit of Safety Future foresees for Scrooge and his family if he continues his unsafe ways;
- What actions Scrooge takes when he returns from the dimension of the future and becomes a safety advocate.

PROGRAM OUTLINE

MARLEY & SCROOGE REGARD SAFETY AS A WASTE OF TIME

- "Jacob Marley is dead. There is no doubt about that. I know it to be true but is important for you to know also. In fact, I saw him die," says Jerry, the narrator of the program.
- "It's been many years ago, but I remember it like it was yesterday" adds Jerry. "Everyone referred to the Maintenance Department as the 'Marley and Scrooge Repair Shop'."
- The name fit because Jacob Marley's name was, well, Marley.
- To Marley and Scrooge, following a safety procedure was a waste of their most precious time and they bullied or teased anyone they perceived as "wasting time for safety."

MARLEY'S UNSAFE & CARELESS ACTS RESULT IN HIS DEATH

- On that day, Marley's last, he needed to service a motor that powered an elevated conveyor system.
- Marley flagged down a forklift to lift him up to reach the motor, which he planned to work "hot." These unsafe acts were common practice in the "Marley and Scrooge Repair Shop."
- "I know, because I was there when it happened," says Jerry. "I know, because I was the one who raised him up with the forklift."
- As Marley worked on the motor, an arc blast occurred, and he was thrown from the forks of the lift to his death. "I felt the heat of the arc blast caused by Marley's carelessness," Jerry states. "His family was told that he was dead before he hit the ground and didn't suffer, but I heard the sounds he made that day, so I know otherwise."
- Scrooge continued to run the "Marley and Scrooge Repair Shop" just as before. He forbids anyone from taking down the sign and 10 years passes by—10 years of risk-taking, shortcuts and poor safety habits imparted by Scrooge onto his fellow workers and apprentices.

SCROOGE SPURNS HIS NEPHEW'S REQUEST TO PARTICIPATE IN A SAFETY MEETING

- Scrooge had a nephew named Fred, who had a good heart. Fred had escaped the gravity of Scrooge's unsafe orbit. Fred was one of the ones trying to improve the safety culture of the place.
- He even got his family involved, especially his kid brother Timmy, who dreamed of becoming a graphic artist. Timmy loved helping Fred create safety posters and Fred was determined to help pay Timmy's way to art school.
- One day, Fred was passing the "Repair Shop" en route to a safety meeting and made a point to invite Scrooge to participate.
- When Scrooge says his time is too valuable to waste on "such drivel," Fred tells him not to be so closed minded about the benefits of safety.
- As usual, arguing with Scrooge was a fruitless exercise for Fred; and, as usual, they both went their separate ways—Fred to a safety meeting while Scrooge went to his car to go home.

SCROOGE IS VISITED BY MARLEY'S GHOST

- When Scrooge arrives home, he opens and closes his medicine cabinet to get the antacid, Marley is standing through the mirror, which is now an open window to the other side. Marley's ghost, which is entwined with chains containing safety locks, uses a chain to pull Scrooge into another dimension.
- Marley's ghost tells Scrooge that he will be visited by the spirits of Safety Past, Safety Present and Safety Future. "If there is any capacity to learn, any at all, you just might avoid joining me in this dimension of endless regret. Now be gone with you! Your tour is about to begin!"

THE SPIRIT OF SAFETY PAST RECALLS THE RIPPLE EFFECTS OF PAST CHOICES

- Scrooge awakens in his bed and says, "What a dream! I must have had some fever yesterday. Perhaps a shower will wake me up."
- When Scrooge opens the shower curtain, the Spirit of Safety Past appears. After a frightened Scrooge settles down, the spirit take Scrooge back to a time when he and his wife Sarah were breaking up.
- When Sarah tells Scrooge she though he would change and grow up, he asks, "What do you mean? I have a job. I can support you!"
- Sarah then tells him that he takes foolish chances and doesn't seem to care if he gets hurt or even dies. He then says, "I can't spend every day trying not to get hurt, it doesn't make sense to me! It doesn't seem fun."
- Sarah tells Scrooge that she can't let him hurt her and his daughter, little Becky, by hurting himself and they leave him.
- "You never have understood what she was talking about, perhaps you will," says the spirit. "She left to avoid being hurt by your unsafe behaviors. Unfortunately, those who worked with you didn't have that same choice. Look."
- The spirit then shows Scrooge the ripple effects of injuries suffered by four of his apprentices. "Who are these pitiful people?" Scrooge asks.
- "You don't recognize the families of your own apprentices, Scrooge? They are awash in the ripples of despair," replies the spirit. "Ripples caused by the stones of unsafe acts cast into the pond you call the "Repair Shop."
- When Scrooge asks how he can help them, the spirit responds, "Scrooge, you can't change the past. You can't un-cast a stone. The Spirit of Safety Present will show you more soon. Now take your stone of misery and go!"

THE SPIRIT OF SAFETY PRESENT SHOWS HOW EASILY CO-WORKERS CAN BE LED ASTRAY

- Scrooge then falls into another dimension inhabited by the Spirit of Safety Present, who shows him examples of his present behavior and its effect on his co-workers.
- When Scrooge tells a co-worker that locking out a conveyor takes too much time, the spirit says, "It seems your present self is casting stones, again."
- Scrooge asks if the worker will be injured because of his bad example and the spirit says she isn't sure because she is the Spirit of the Present, not the future. She then asks Scrooge what he thinks.
- "Well it just makes sense that if he keeps skipping the lockout procedure, eventually his luck's going to run out," answers Scrooge. The spirit says it is interesting of him to recognize that.
- "Don't they understand what the future holds for them if they continue to work unsafely?" Scrooge asks.
- "No one in this dimension can see the future Scrooge! They only have the present," replies the spirit. "Workers in the present are easily led astray by the poor examples of co-workers and the false promise of time saved through shortcuts and ignored procedures," replies the spirit.
- Scrooge then asks, "So how can they be convinced to work safely in the present in order to avoid injury in the future? A future they cannot see."
- "That is the question isn't it? Eliminating poor influences and negative examples is a starting point. Perhaps you'll find more answers in the future. The Spirit of Safety Future will be along soon. Be gone, now," concludes the Spirit of Safety Present.

THE SPIRIT OF SAFETY FUTURE FORESEES THE CONSEQUENCES OF SCROOGE'S INFLUENCE

- After falling from the dimension of the present, Scrooge falls asleep in a chair in his bedroom and wakes up in the dimension of the future.
- When he tells the Spirit of Safety Future that he is anxious to become a better man, the spirit shows him a future incident in which his nephew is fatally injured when a large pipe falls on his head while he is hanging a safety poster.
- "Oh no! That's awful! Poor Fred. Is he OK? That was not very smart of Jerry to be lifting up that pipe like that!" exclaims Scrooge.
- "Well, that's an understatement! I'm surprised you didn't call it unpreventable or bad luck!" the spirit replies.
- Scrooge tells the spirit that it was clearly unsafe and pleads for Fred to be okay. The spirit then shows Fred and his friends and family in the hospital.
- Timmy tells Fred it's not his fault and then shouts, "Damn you Uncle Scrooge! Why can't you see the real cost of your risk taking! Is it a fair trade for saving time at work! Is this really worth the risk?"

- When Scrooge asks the spirit why Timmy is mad at him, the spirit replies, “Well, unfortunately, people’s safety choices are influenced by the people around them. Those influences can be good or bad. Unfortunately, for the time to come, Jerry has to work with you. See for yourself!”
- Scrooge is then shown a scenario in which he tells Jerry, who was preparing to barricade the area, to use a forklift and ladder to lift the pipe instead of the boom truck that wasn’t available.
- “Jerry, just use what you do have available and get it done! I see a forklift and a tall ladder. Make it work or don’t bother coming back tomorrow!” Scrooge says. “Oh, and forget the barricades. If someone is too stupid to stay out of the way, well then natural selection is a wonderful thing!”
- Scrooge watches the scenario with shock and disbelief at how cruel his old self was. “Oh my! Timmy is right. This is all my fault! Oh, I wish I could change it. Can’t I go back and do better? Can’t we change all this somehow?” he asks.
- The spirit reminds Scrooge that he is the spirit of things to come. “Things yet to come that do not have to be.” “Don’t have to be? That implies a choice, that a better decision can still be made?” Scrooge asks.
- The spirit replies, “Scrooge! It seems my work here is done. It’s all up to you now. Be gone from me!”

SCROOGE BECOMES A SAFETY ADVOCATE

- Scrooge falls from the dimension of the future and wakes up hanging in a full-body harness as he mutters, “Working safely casts good ripples.”
- When Fred, Jerry and other co-workers discover him and take him down from the harness, Scrooge says, “Fred. Fred. Oh Fred, when is the next big safety meeting? I must be there. May I speak at the meeting? I have a lot to say.”
- Fred answers, “Of course, Uncle Scrooge, we need your input. Scrooge then tells Fred to always watch where he’s going so he can stay safe and help Timmy go to art school.
- After telling Smitty to forget all the shortcuts he had ever shown him, including disregarding the required lockout on the chipper, Smitty says, “But that will take time.” Scrooge asks, “And what better use of your time than to be safe.
- Over time, Scrooge happily shared all that he had learned from each of the safety spirits. He set good examples by his actions; he participated in safety meetings and on committees; he offered praise when deserved and gentle reminders when needed.
- Scrooge found that working safely is contagious and that when safe choices are made in the present the future is a much better place.
- He even asked Timmy to design a new addition to the old “Repair Shop” sign that said, “Safety Is Job #1.” From that day forward, it was always said of Scrooge that he knew how to keep the safety culture well.

A SAFETY CAROL (*Concise*)

ANSWERS TO THE REVIEW QUIZ

1. a

2. c

3. b

4. b

5. b

6. a

7. a

8. c

A SAFETY CAROL (Concise)
REVIEW QUIZ

The following questions are provided to determine how well you understand the information presented in this program.

Name _____ Date _____

1. The Maintenance Department in the program was referred to as the Marley and Scrooge Repair Shop.
 - a. True
 - b. False

2. Who raised Marley up on the forklift to repair the motor on the conveyor?
 - a. Smitty
 - b. Scrooge
 - c. Jerry

3. Marley had been killed by the arc blast before he ever hit the ground.
 - a. True
 - b. False

4. What did Fred's brother Timmy dream of becoming?
 - a. A safety professional
 - b. A graphic artist
 - c. A maintenance technician

5. Marley's ghost called the dimension he had been cast into after his death the dimension of _____.
 - a. Eternal pain
 - b. Endless regret
 - c. Perpetual guilt

6. According to the Spirit of Safety Present, workers in the present are easily led astray by poor examples of co-workers.
 - a. True
 - b. False

7. After returning from the dimension of the future, Scrooge told Smitty to forget all the shortcuts he had ever shown him.
 - a. True
 - b. False

8. Timmy designed an addition to the shop sign that said _____.
 - a. Take Time For Safety
 - b. Safety Is Everyone's Responsibility
 - c. Safety Is Job #1