

Using ABC Analysis to Understand Effective FOD Prevention



27th National Aerospace FOD Prevention Conference



How hard can FOD prevention be?

↓ Critical Questions

- ◆ If employees simply followed the rules wouldn't the problem be solved?
- ◆ If leadership simply enforced the rules, wouldn't the problem be solved?
- ◆ What makes this such a tough issue to solve?



What we know will not lead to sustainable results

- ◆ More rules and procedures
- ◆ Threats
- ◆ Trinkets and Incentives
- ◆ Posters, Signs and Gimmicks
- ◆ Retraining

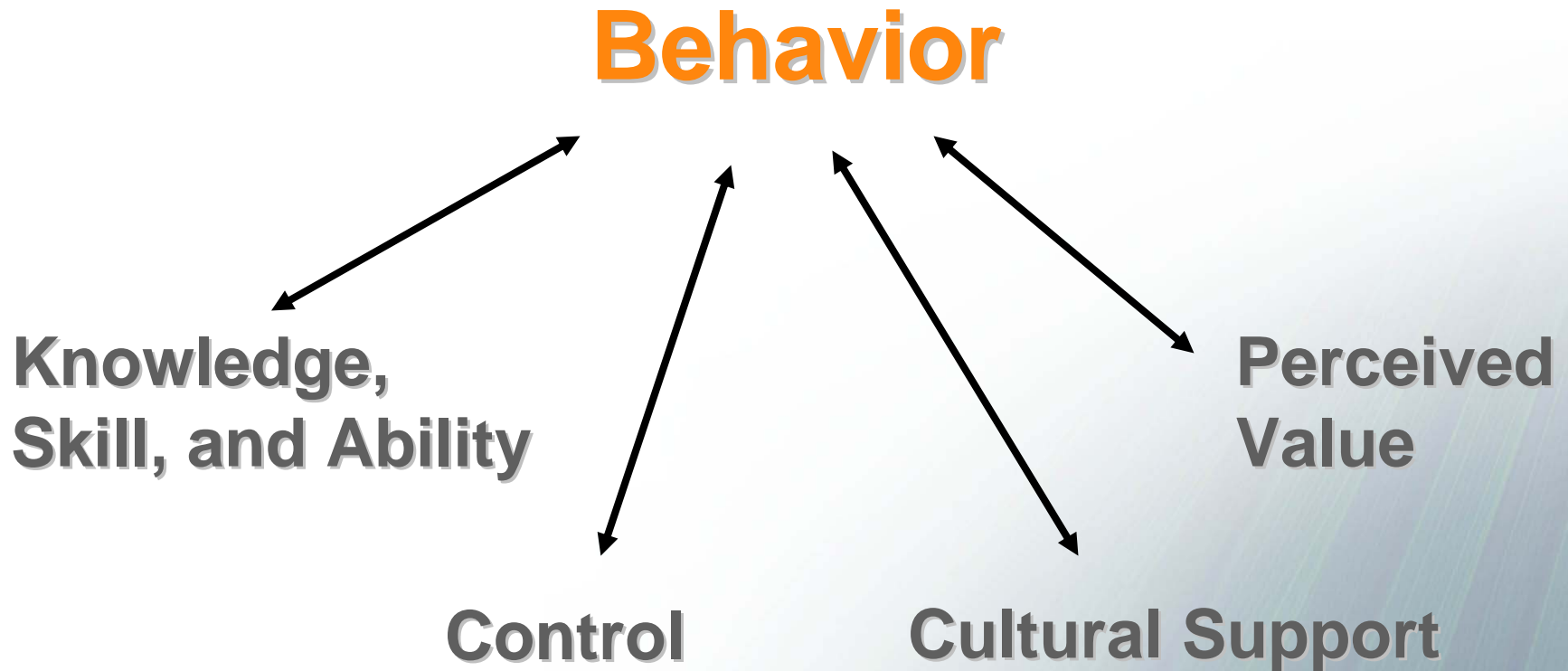


Behavior

- ↓ An observable act
- ↓ Neither positive or negative
- ↓ Often provides insight into attitudes and culture
- ↓ Follows a predictable model



Influences on Behavior



ABC Analysis

Antecedents

Anything which precedes and sets the stage for Behavior

Behavior

An observable act

Consequences

Anything which directly follows from the Behavior



ABC Analysis

Antecedents

Telephone rings

Behavior

Answer Phone

Consequences

Talk to caller

What Controls Behavior?



Consequences

Control

Behavior



Antecedents
Influence
Behavior
to the Extent They Predict
Consequences



A

B

C

Failure to pick up Foreign objects

No one does

Production pressure

Don't see a risk

Someone else will

Time of day

Leadership doesn't when they walk
through area

Reprimand

Save time

Not
inconvenienced

Fit in

Meet production
demands

Equipment damage



3 Factors That Affect Consequences

Timing

Sooner / Later

Consistency

Certain / Uncertain

Significance

Positive / Negative

Consequences That Are Most Powerful Are:

SC+

Soon / Certain / Positive



A

B

C

Failure to pick up Foreign objects

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Time of day

Leadership doesn't when they walk
through area

Reprimand **LU-**

Save time **SC+**

Not
inconvenienced **SC+**

Fit in **SC+**

Meet production
demands **SC+**

Equipment damage
LU-

How do you create change?

- ↓ Eliminate the need for the behavior
- ↓ Educate
- ↓ Create the right attitudes
- ↓ Develop a supportive culture
- ↓ Demonstrate leadership



The Hierarchy of Controls

Most Effective

- 1 - Elimination or Substitution
- 2 - Engineering Controls
- 3 - Warnings
- 4 - Training and Procedures /
Administrative Controls
- 5 - Personal Protective
Equipment.

Least Effective



Behavior Change Requires a Systematic Approach

Antecedents

- ◆ Effective ones trigger desired behavior
- ◆ Ineffective ones erode management's credibility
- ◆ Cannot by themselves maintain desired behavior

Consequences

- ◆ Maintains desired behaviors
- ◆ Requires effort - monitoring and feedback
- ◆ When S/C/+ are applied correctly, leads to attitude change and building desired culture
- ◆ Cannot completely eliminate S/C/+ consequences for undesired behavior

Leadership must lead

- ↓ Set clear expectations (antecedent)
- ↓ Define success (antecedent)
- ↓ Identify the crucial activities, behaviors and metrics (antecedent)
- ↓ Monitor performance metrics and crucial activities (antecedent & consequence)
- ↓ Provide feedback and recognition (consequence)
- ↓ Apply accountability (consequence)



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