



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Connecticut Valley Chapter

FEBRUARY

MONTHLY OBSERVANCES

American Heart Month
Burn Awareness Month
Marijuana Awareness Month
Risk Awareness Week (7-14th)
Condom Week (14-24th)
Leap Year Day (29th) Random
Acts of Kindness Day (17th)

Heart Month

- Heart disease is the leading cause of death for both men and women in the U.S. Learn how to keep your heart healthy: <http://1.usa.gov/ijFWzj>
- Your heart age can be older than your actual age. Take the heart age quiz to learn yours: <https://www.youtube.com/watch?v=jvOU4Do4xZ8>
- Pump up your #HeartHealth by choosing foods that are low in sodium (salt): <http://1.usa.gov/y0uXTq>
- It can be hard to talk to a loved one about making heart-healthy changes. Use these tips to start the convo: <http://bit.ly/2gsP8qJ>

Psychological Safety

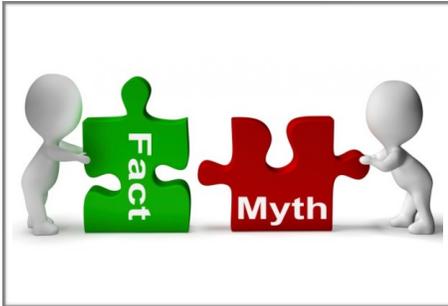
Why do employees sometimes remain silent when they should speak up? Do they fear consequences or repercussions?

The benefit of saying nothing tends to far outweigh the benefit of speaking up. Employees fear their ideas will be rejected to their detriment, or that managers will go so far as to penalize them. So, they keep their heads down and their mouths shut. I'd imagine the workers at Volkswagen who failed to speak up about fudged emissions numbers can probably relate.

In the workplace, psychological safety is the shared belief that it's safe to take interpersonal risks as a group. These risks include speaking up when there's a problem with safety, the team dynamics, sharing creative ideas, and others.

Let's look at the differences of psychological danger versus psychological safety:





Heart Health Myths

Myth 1: If you have heart disease, you need to take it easy. FALSE. For the vast majority of people with heart disease, being sedentary is a bad idea. Physical activity helps strengthen the heart muscle, improves blood flow to the brain, and improves overall health and well-being.

Myth 2: You can lower your risk of heart disease with vitamins and supplements. FALSE. The American Heart Association has stated that there is no scientific evidence showing that these supplements prevent or treat cardiovascular disease.

Myth 3: Heart disease doesn't affect fit and active people. FALSE. There are plenty of other factors that can put you at risk, like high cholesterol, poor eating habits, elevated blood pressure, and smoking.

Myth 4: Heart disease is the same in men and women. FALSE. Women tend to develop heart disease an average of 10 years later than men, and have a greater chance of dying from the disease. Women have smaller hearts and coronary vessels, which often makes heart surgery difficult. In fact, heart disease is the number one killer of women.

It might seem like an over exaggeration, but when we experience stress or conflict at work, our brain triggers the fight-or-flight response, which shuts down our ability to think strategically and shifts our behavior from reasonable and rational to primal and reactive.

The most common triggers of our stress response at work include:

- Unrealistic deadlines
- Lack of respect
- Unfair treatment
- Not being heard
- Being unappreciated

For team leaders, it's important to be aware of these triggers as it's often how you respond that determines how safe other members of the team feel.

Psychological safety makes it easier for people to raise their concerns and question the status quo, but without accountability it can result in people feeling too comfortable - which can lead to poor performance and a lack of motivation. Try these tips:

1. Treat others as they'd like to be treated. Take the time to ask your team members and direct reports what they'd prefer regarding things like frequency of check-ins, style of communication, type of feedback, etc.

2. Welcome curiosity.

3. Promote healthy conflict. Allow others to feel that you respect them and are debating their ideas rather than judging them because of their ideas.



4. Give employees a voice. By speaking up to those who occupy positions to authorize actions, employees can help challenge the status quo, identify problems or opportunities for improvement, and offer ideas to improve their organizations' well-being.
5. Earn and extend trust to create a climate where people are comfortable being themselves.

5-MINUTE PSYCHOLOGICAL SAFETY AUDIT:

- If you make a mistake in this team, will it be held against you?
- Are the members of this team able to bring up problems and tough issues?
- Do people on this team sometimes reject others for being different?
- Is it safe to take a risk on this team?
- Is it difficult to ask other members of this team for help?
- Would anyone on the team deliberately act in a way that undermines efforts?
- Working with member of this team, are unique skills and talents valued and utilised?

Edmondson, A. (1999) Psychological Safety and Learning Behaviour in Work Teams. Administrative Science Quarterly, 44: 350-383.

FUN FACTS

- Most toilets flush in E flat.
- Cap'n Crunch's full name is Horatio Magellan Crunch.
- The Vatican City is the country that drinks the most wine per capita at 74 liters per citizen per year.
- Approximately 40,000 Americans are injured by toilets each year.



- Ketchup was sold in the 1830s as medicine.
- No piece of square paper can be folded more than 7 times in half.
- Grapes explode when you put them in the microwave.
- A group of ferrets is called a "business."
- The elephant is one of the few mammals that can't jump.
- A Shot of Espresso Contains Less Caffeine Than a Cup of Coffee

CAPTION CONTEST

Join Us! The object of the contest is to write the funniest "safety related" caption to accompany the Safety Photo of the Month.

The February photo in need of a caption is :

Submissions should be emailed to Laura Casey and place "Caption Contest" in the subject : casey@safeconsolutions.com



The Bottom Line - By Ed Zimmer

Welcome to February everyone! We have tons of information to go over so lets get started!

- We are sponsoring (\$750) the CT Science Fair again. It is on Tuesday March 10, 2020 at Quinnipiac Univ.

CT Valley ASSP Judges are needed to review middle and high school students submitted projects. We judge projects for relevance to the Safety community or if and/or what safety principals were used during the project.

Go to <http://ctsciencefair.org/help/volunteer-judge> to sign up for judging.

- Reminder about the 7 February lunch meeting & tour at Legrand <https://ctvalley.assp.org/events/chapter-meeting-33/>
- New meeting announced: 7 May JOINT with CT ABiH. Talk, tour and buffet dinner at Mystic Aquarium 5 to 8pm. Nate was able to secure an awesome dinner buffet, technical talk AND a tour of their newer Aquaculture and Animals arrival areas. All the info and registration is available on the website.
- The Lego talk and lunch was one of our best attended lunches (over 28) in some time. Thank you fellow member Daniel Hayden Jr.
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CT VALLEY ELECTIONS JUST AROUND THE CORNER

Your Chapter needs your input! Kevin will automatically slot into President. Liz would like to run for President Elect, which leaves the Secretary position open. If anyone would like to run for President Elect or Secretary, please notify Maryann nominations@ctvalley.assp.org ASAP. Election is in May, but we have to get the slate of nominees to National before then. This is your Chapter and you have a say in how it is run by becoming an Officer. Let's not forget the carrot at the end of the day: BCSP Certification Points!!! You get one point per year as an Officer of the Chapter.

OPEN Officer descriptions:

President-Elect/Vice President: The chapter president-elect/vice president assists the chapter president in providing direction and support to the chapter to create a meaningful and high-quality experience for chapter members.



- Support the chapter president in providing direction to the chapter that is consistent with the chapter's bylaws, as well as ASSP's mission and vision statements, goals and code of professional conduct.
- Work with chapter president and Executive Committee to develop and execute strategic activities related to succession planning and chapter sustainability
- Serve as acting president in absence of the chapter president (see chapter president position description), including representing the president as requested
- Assist with planning and attend chapter Executive Committee and general membership meetings
- Supervise the activities of chapter committees as agreed upon
- Recommend attendance at semiannual Area Operating Committee (AOC) and/or Regional Operating Committee (ROC) meetings
- Perform other duties as agreed upon with the chapter president or Executive Committee

Secretary: The chapter secretary ensures the chapter's ability to provide continuity of a quality member experience by maintaining the chapter's historical records

- Maintain and retain all chapter files, including minutes and correspondence, according to the chapter document retention guidelines
- Ensure that members receive timely and effective notices of all chapter meetings and functions
- Attend chapter general membership and Executive Committee meetings
- Record and distribute minutes of all chapter and Executive Committee meetings to chapter members and officers
- Ensure consistent and appropriate messaging across chapter communication channels (website, social media accounts, newsletter and other publications) in partnership with chapter communications chair and/or other chapter volunteers as applicable
- Assist chapter president in completing reports
- Assume duties of chapter treasurer when necessary



Membership Chair: The chapter membership chair is responsible for monitoring and growing the chapter's membership by coordinating the chapter's member recruitment, orientation and retention efforts.

- Develop and coordinate member recruitment and retention campaigns, ensuring the engagement of the chapter Executive Committee and existing members in these efforts
- Work with chapter Executive Committee to establish membership recruitment and retention targets, and develop and implement strategic activities to meet those targets
- Prepare and deliver regular reports on chapter membership goals, benefits, engagement opportunities and member highlights
- Monitor chapter roster and meeting guest lists to coordinate outreach to members nearing expiration and to convert guests to members
- Establish and chair Membership Committee and/or volunteer groups associated with ensuring a meaningful member experience (e.g., meeting greeters) as appropriate
- Coordinate new member orientation, including development and delivery of information and materials
- Attend chapter general membership and Executive Committee meetings

Section/Student Affairs Chair: The chapter section/student affairs chair ensures that members of the chapter's sections and student sections are informed of chapter business and that their needs and interests are represented within the chapter Executive Committee.

- Serve as liaison between chapter leadership and the leadership of chapter sections/student sections
- Coordinate communication with all sections/student sections on the chapter's behalf
- Ensure that section/student section leadership attend one or more chapter meetings annually
- Communicate with chapter Executive Committee about section/student sections issues, needs and interests



- Ensure that chapter sections/student sections hold elections in alignment with their bylaws
- May coordinate and/or partner with other chapter officer(s) to coordinate chapter scholarship program, including serving as liaison with ASSP Foundation, soliciting donations, supporting promotional efforts to recruit applicants and recognizing scholarship recipients

Bottom line: Spring is coming up and that means that there will be new Chapter leadership and growth. You may want to sprout new branches and get involved in your Chapter!

Thank you.

CHAPTER OFFICERS & COMMITTEE CHAIRS

PRESIDENT
Ed Zimmer MS, CSP

PRESIDENT ELECT
Kevin Galotti

SERETARY
Elizabeth Velky

**COMMUNICATIONS CHAIR,
SCHOLARSHIP CHAIR & HISTORIAN**
Nathan Fague MS

WESTERN MASSACHUSETTS CHAIR
Maryanne Steele

FOUNDATION LIAISON
Allison Bresloff CSP

CONSTRUCTION PRACTICE SPECIALTY
Joe Bongiovanni

NEWSLETTER WRITER / EDITOR
Laura Casey CSP, CHST, EMT-P

VICE PRESIDENT
Chip Darius OHST, CET

TREASURER & GOVERNMENT AFFAIRS CHAIR
Walt Tucker

MEMBERSHIP CHAIR

NOMINATIONS CHAIR & PAST PRESIDENT
Maryanne Steele

AWARDS & HONORS CHAIR
David Butterfield

STUDENT LIAISON
Teresa D'Amelio

JOBS CHAIR
Peter Kelly

