



Inspiration vs. Desperation: Inspiring Employees Through an Integrated Injury Prevention Program

Chairperson:

Mike VanAmberg, MA, LAT, CSCS
Vice President of Operations
Work-Fit

Tuesday, March 23rd, 2023
9:40-10:00am

Health Care vs. Disease Care

HEALTH CARE

Upstream Management
(PREVENTION)

Inspiration

Desperation

Downstream Management
(INTERVENTION)

DISEASE CARE

\$ SAVED \$

INJURY
SYMPTOM

RECORDABLE

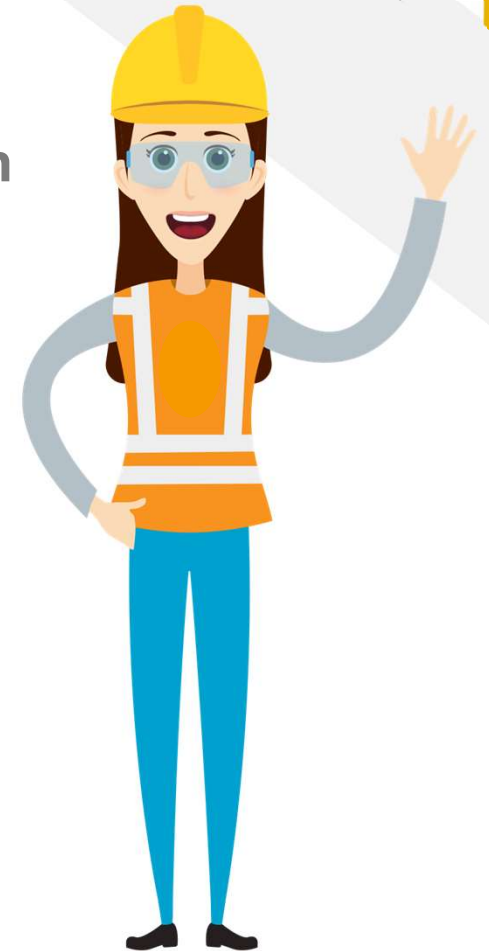
\$ LOST \$

2023

**Work Related Injuries
Workshop**

Model Employee: Do you recognize this person?

- At work every day on time
- Excels at their job with minimal supervision
- Engages in Team meetings
- Respected by colleagues
- Shares ideas to improve the process/make the company better
- Participates in value added activities
 - First Aid Team
 - Wellness Committee
 - Leader in Kaizen events



Where do things start to go wrong
when there is no system of support?

HEALTH CARE

Upstream Management
(PREVENTION)

\$ SAVED \$

Inspiration

Desperation

Downstream Management
(INTERVENTION)

\$ LOST \$

DISEASE CARE

INJURY
SYMPTOM

RECORDABLE



The psychosocial aspect of workplace injury: The unmasking of the Model Employee

- The power of perception
 - My employer hurt me
 - My employer does not care about me or my family
 - Production is more important than my health
 - My employer does not believe me
 - My employer is not getting me the help/care that I need to heal
 - I do not want to see my doctor because it is very inconvenient and costs money



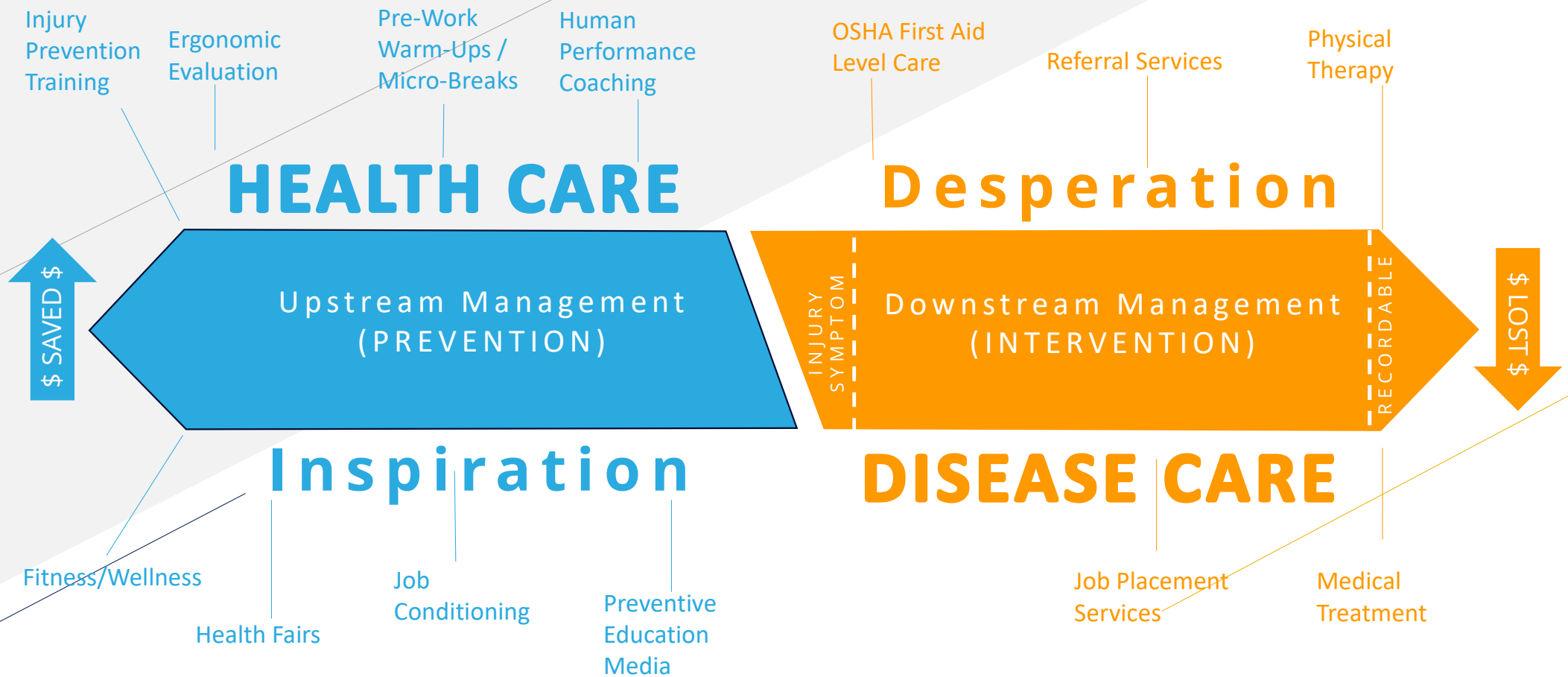
The psychosocial aspect of workplace injury: Employer reaction to employee behavior change

- We think the employee got hurt at home
- The employee is faking
- The employee wants time off
- I can no longer trust this employee
- I am going to avoid this employee

“Breaking someone’s trust is like crumpling up a perfect piece of paper. You can smooth it over but it’s never going to be the same again”.

www.quoteamibition.com/best-trust-quotes-trust-issues/

A Solution



A Proven Model of Care

2023

**Work Related Injuries
Workshop**

Sports Medicine Model

- Athlete is focal point competition success
- Healthcare integrated into all facets of the Team
- Resources focused on health and performance
- Early intervention
- Person centered

NATIONAL
**ATHLETIC
TRAINING
MONTH**



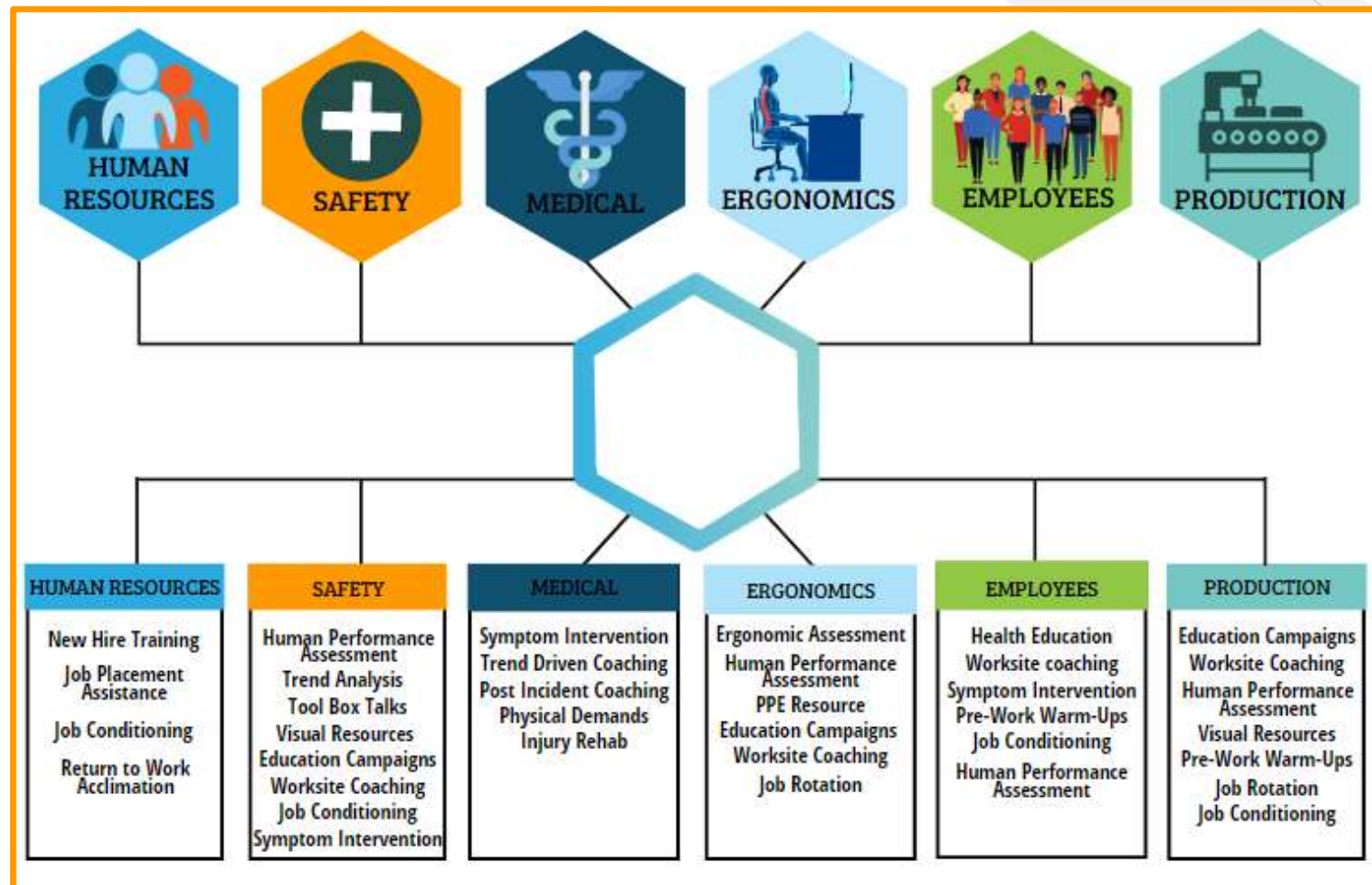
**There's An
AT For That
MARCH 2023**



2023

Work Related Injuries
Workshop

Integrating the
Solution

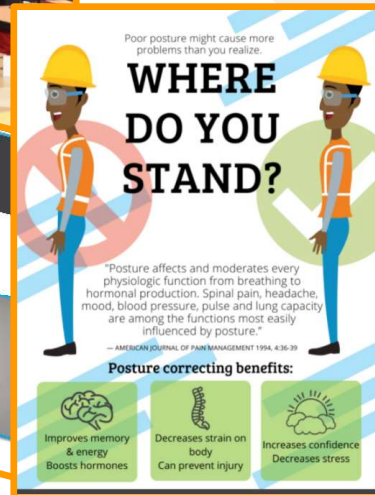


Employee Education

2023

Work Related Injuries
Workshop

- Task/Job Specific
- Risk Awareness
- Re-enforce Safety Culture
- Distribution Options
 - New Hire Orientation
 - Job Site
 - Injury Prevention Training Classes
 - Safety/Crew Talks
 - Pamphlets/Placards

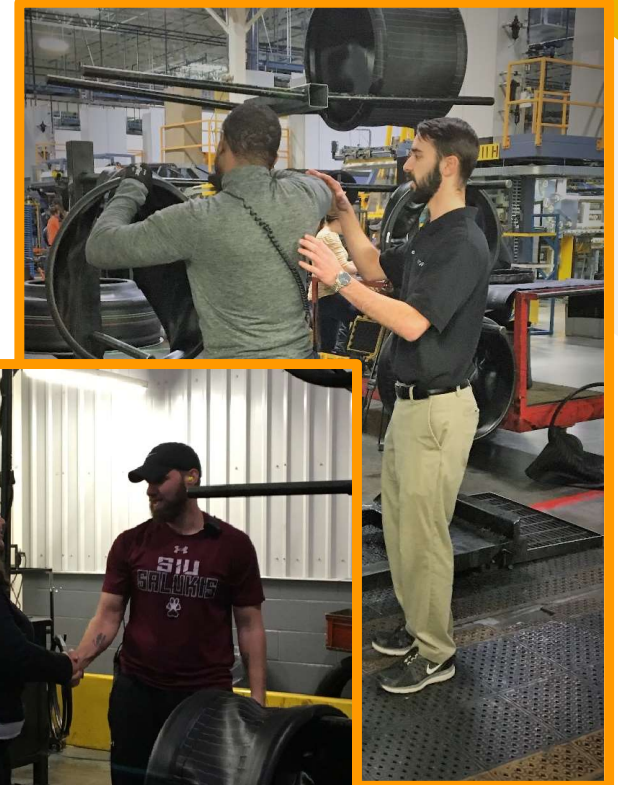


Human Performance Coaching

- Include employees in the solution
- Focus on body mechanics, postures, positions, movement patterns and other work practices
- Reinforce the prevention culture
- Partner with Health & Safety and Ergonomics for continuous improvement

2023

**Work Related Injuries
Workshop**



Early Intervention Strategies

- **Symptom Intervention**
 - On-demand
 - OSHA first aid level care
 - Root cause analysis
 - Coaching
 - Treatment location close to work
 - Non-occupational application (Weekend Warriors)

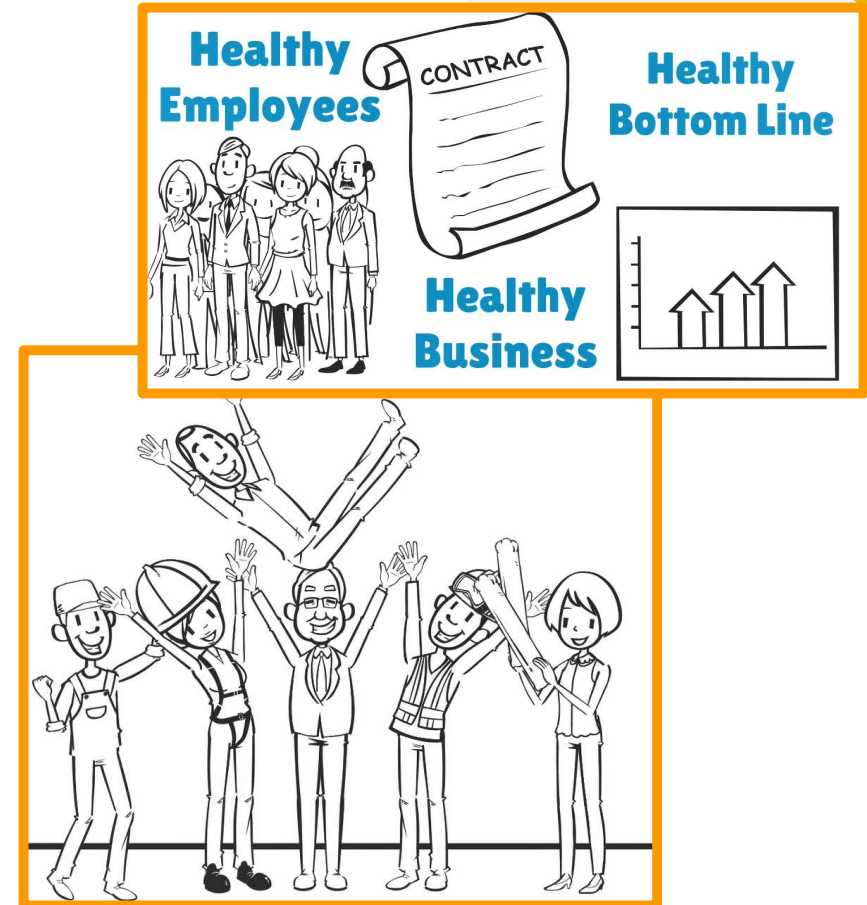


2023

**Work Related Injuries
Workshop**

Why Change the Status Quo? Maintaining & Growing Model Employees & Businesses

- Appeal to the noble cause=It's the right thing to do
- Employer of Choice=Attract top talent
- Supportive workplace culture=High productivity
- Employee loyalty=Decreased turnover
- Increased sales=Employees are best salespeople
- Decrease or maintain costs
 - Direct cost of strain injury=\$32,023
 - Total-Direct & Indirect=\$67,248
 - <https://www.osha.gov/dcsp/smallbusiness/safetypays/estimator.html>



What is your Why?

Can you put a face on the service you provide?

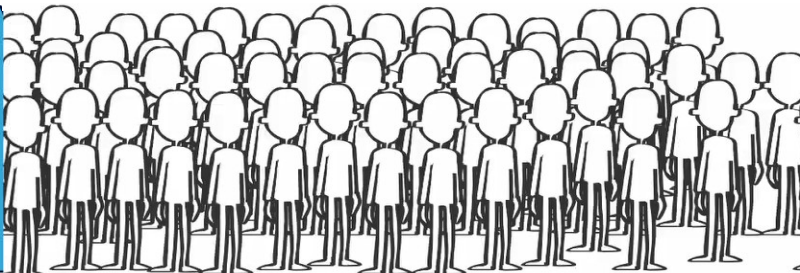
HEALTH CARE

Desperation

Inspiration

DISEASE CARE

\$ SAVED \$



\$ LOST \$

