

A SAFETY MANAGEMENT APPROACH

Lack of Discipline

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What is this article about? The military? Raising children? Lack of organization? Being out of control? What? The answer is: A little bit of everything.

When there is a lack of discipline, there is a lack of order. Look at these antonyms relating to this theme:

Deficient versus Efficient
Absence versus Presence
Haphazard versus Structure
Disorganization versus Organization
Scarcity versus Plentiful

In each case, a lack of discipline hurts the success of whatever is being done. One of the first things we see when doing an inspection in a poorly-managed organization is shoddy housekeeping. Nothing is put away. There is no place to put anything away. Employees cannot find things. Trip hazards abound, and there is a myriad of substances on the floor to slip on.

In an undisciplined organization, correct safety performance does not matter until an accident occurs. Unsafe conditions are permitted to remain uncorrected. Unsafe acts either go unnoticed or people prefer not to deal with problem employees. No procedures for safe and efficient operations are in writing because no one wants to take the time to write out what needs to be done. All levels of the organization come to work each day, do what needs to be done to get the work completed, failing to ensure the work is done safely, efficiently, or even productively.

Sloppy? Lazy? Laidback? Lackadaisical?

When it comes right down to it that is what a lack of discipline is. These words are quite descriptive, but not nice at all. A lack of discipline shows a lack of respect for the organization, the people in the organization, and

maybe even the people the organization provides services to or sells to.



If you work for an organization that lacks discipline, see how you can personally have a positive effect to turn things around. Start with your own area of concern first.

If you work for an organization that is well-organized, efficiently-run, and shows care in all that it does, be thankful. Such organizations are rare.

For More Information:

To become part of discussions on topics like the one above, go to www.safetycenter.org to obtain information about Safety Center's *Safety Management Specialist Certificate*.

After completing this nine-day program, graduates may take the exam to achieve the *Certified Safety Management Specialist* (CSMS) designation. Once this certification is achieved, successful candidates keep it for the rest of their lives without any additional requirements or fees.

Additional Questions:

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