



A set of activities that, when implemented together, address a major health, safety, and well-being (HS&W) goal as completely as possible.

- Generally, the more sub-issues (from IDEAS Step 1) that are addressed with an intervention,

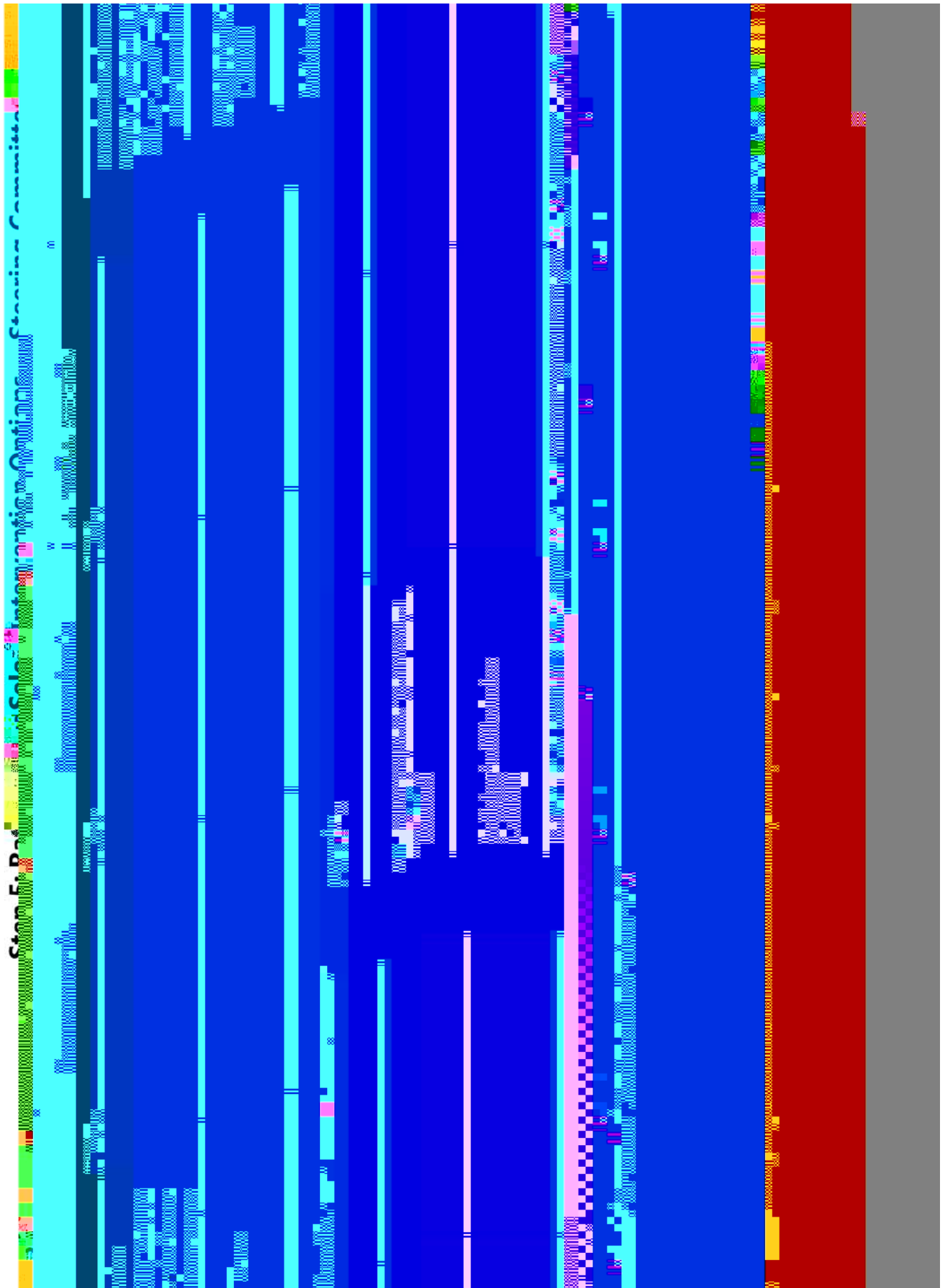
Resource/Costs, and Obstacles (See Figure 2 below).

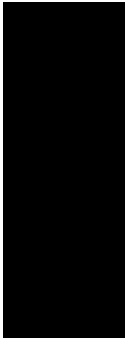
- "H" indicates the intervention, as a whole, meets or exceeds the stated selection criteria.
- "M" indicates the intervention, as a whole, only partially accomplishes the stated selection criteria.
- "L" indicates the intervention, as a whole, fails to accomplish or barely accomplishes the stated selection criteria.

Figure 2. Example intervention rating worksheet with descriptions of the four selection criteria and sample ratings

<p><i>K \c Xc'nci 'k Ubh'c'</i> <i>FYUW3<ck 'a Ubn8</i></p>			
<p><i>K \Uhdcg]hj Y'ci H'W'a Yg'</i> <i>UFY'k Y'f'n]b['tc'</i> <i>UW'W'a d']g\ 3G\cfh'Yfa 3'</i> <i>@b['Yfa 3</i></p>			
<p><i>K \UhfYgci F'Wg'UFY'</i> <i>W'ffYbhmUj U]UV'Y38c'</i> <i>k Y'bYYX'tc' U'W\bck 'YX[Y'</i> <i>Ubm'W'bgfU]b'g3</i></p>			
<p><i>K \Uh'W'ei 'X']b'YfZYfY'</i> <i>k]'h']'b'Yfj Yb]cb'</i> <i>g] W'Wgg3</i></p>			

The Steering Committee rank orders the intervention options after deciding how much each option addresses the general health and safety concern, and how much weight to place on each of the selection criteria.





- Develop a
- Develop a of how the proposed interventions will address those root causes.
- Develop trust through respectful, open dialogue.
- Inspire management support for at least one of the proposed interventions.

- The proposal should include three intervention options with fully developed business case for each one. The goal is for Steering Committee to approve at least one option.

Prepare a summary sheet and PPT presentation – use these to focus

- Background
- Selection criteria
- Proposed Interventions -- rated by KPIs
- Conclusion/recommendation

Practice with DT until presenters are meetings if DT members have little prior presentation experience.

- Use presentation tools to keep yourself and others focused
- Use your own words to tell a compelling story
- Invite questions and feedback

• Conclude the presentation with a clear call to action

UbX'FYW'j]b[: YYXVUU'9 YW'j Ynt

- Ask questions and listen actively to understand the values and perspective of the person speaking.

- What participants say and do in a meeting especially true for Design Team members who are interacting with managers in a

- – Ask, <ck 'Xc''
 This information will help Steering Committee members assess the merits of the interventions. It will also help Design Team members understand and accept the SC decisions and recommendations.

- Asks clarifying questions to fully understand the rationale and business case for the intervention options. This is an opportunity to learn how front-line employees view the root causes of a health concern and what can be done to address it.

- Rates the intervention options (uses a blank IDEAS Step 5 worksheet) and recommends one or more interventions for implementation.

- Explains resources available to support interventions and recommended timeline for implementation.
- Invites Design Team to contribute to developing action and evaluation plans (IDEAS Steps 6 and 7). They can be valuable partner for successful implementation!
 Appropriate roles for DT members could include: providing feedback on action plans, pilot testing or prototyping of new solutions, promoting employee participation in new interventions, and assisting with evaluation activities.

- Establishes action plans for implementing intervention activities (Step 6).
- Uses selection criteria from IDEAS Step 5 to develop an evaluation plan for monitoring and evaluating intervention activities (Step 7).



- Listening without interrupting
- Listening without judging or reacting in the moment to what is said, "Hearing the whole"
