Behaviour of the RDO make a Difference

Require Consistent Behaviour

Impact
Legend of the Starfish

While walking along a beach, an elderly gentleman saw someone in the distance leaning down, picking something up and throwing it into the ocean. As he got closer, he noticed that the figure was that of a young man, picking up starfish one by one and tossing each one gently back into the water. He came closer still and called out, “Good morning! May I ask what it is that you are doing?”

The young man paused, looked up, and replied - “Throwing starfish into the ocean.”

The old man smiled, and said, “I must ask, then, why are you throwing starfish into the ocean?”

To this, the young man replied, “The sun is up and the tide is going out. If I don’t throw them in, they’ll die.”

Upon hearing this, the elderly observer commented, “But, young man, do you not realise that there are miles and miles of beach and there are starfish all along every mile? You can’t possibly make a difference!”

The young man listened politely. Then he bent down, picked up another starfish, threw it into the back into the ocean past the breaking waves and said,

“It made a difference for that one.”
Purpose

Identify Factors Influencing Consistent RDO Behaviour
Behavioural Sciences Research Project
Mining Operational Leaders and RDO Occupations
Measure the Level of Psychological Fitness

As it Facilitates Consistent Behaviour

Psychological desire ‘want to do’
Psychological capability ‘can do’
Discovery
Discovery

- Safety risk: 25%
- High safety risk: 0%
- Turnover risk: 31%
- Serious turnover risk: 6%
- Ill-health risk: 0%
- Impaired presenteeism risk: 0%
• 50% Potential Risk into Psychological Fitness
• 63% Distraction Risk
• 75% Burnout Risk
• RDO’s have the **Motivational Fitness**
  • The “will do”
  • Psychological desire to act safely and perform well --- psychological meaning and safety

• **BUT Energetic Fitness is problematic**
  • The “can do”
  • Lacking the mental, emotional and physical energy to act safely and perform well --- psychological capability
  • Lack the belief that one has the physical, emotional as well as cognitive resources to engage in work

• 69% work more than 16 hours overtime per week
Disciplinary Practices
Personal Family Situation
Not liking the work
Being too old

Making a difference
Teamwork
Grace of God

Battling with lay-out and support
Concerned about losing my job
Shaft Timbers not doing their jobs

Distraction
Engagement
Burnout
Over-Commitment

Overtime