



A Behaviour C

RDO Research Project

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Impact



Purpose



Science

Impact

Behaviour of
the RDO make
a Difference

Require
Consistent
Behaviour





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



Science

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'



Mental Distance



Distraction

Engaged

Burnout

Over-Commitment



Work Devotion

Vitality



Exhaustion

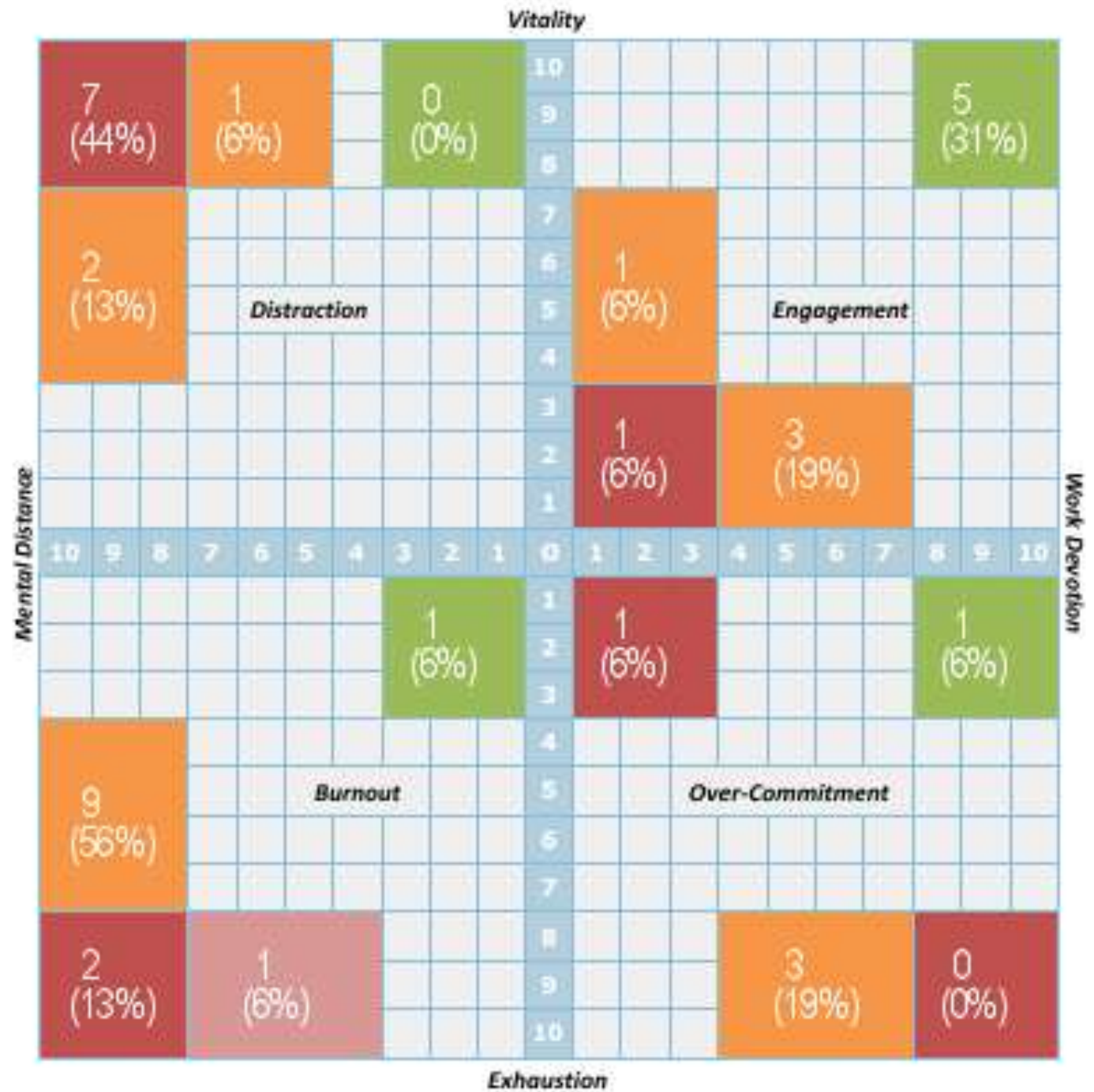


Baseline

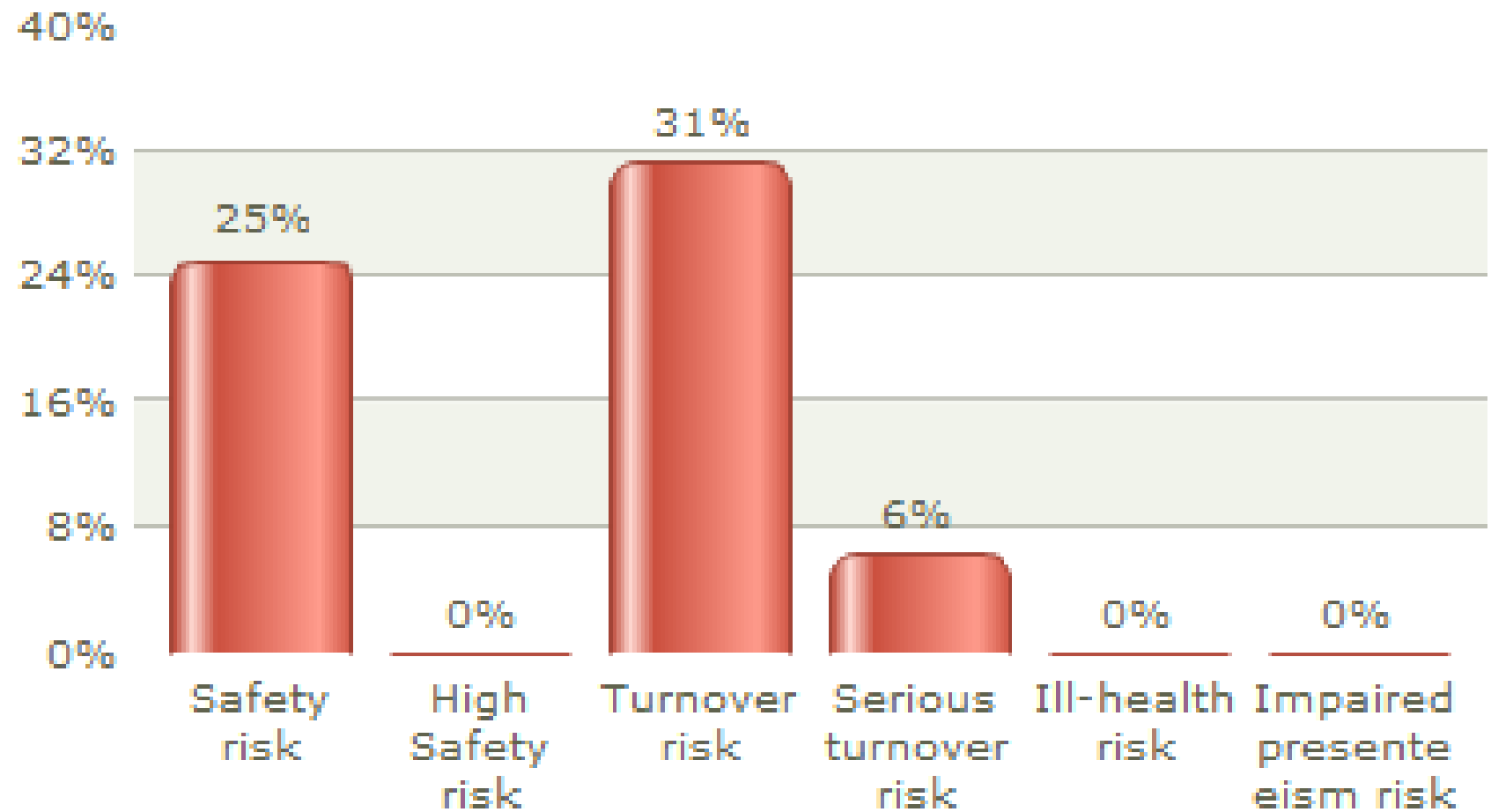
Measurement

Inquiry Process

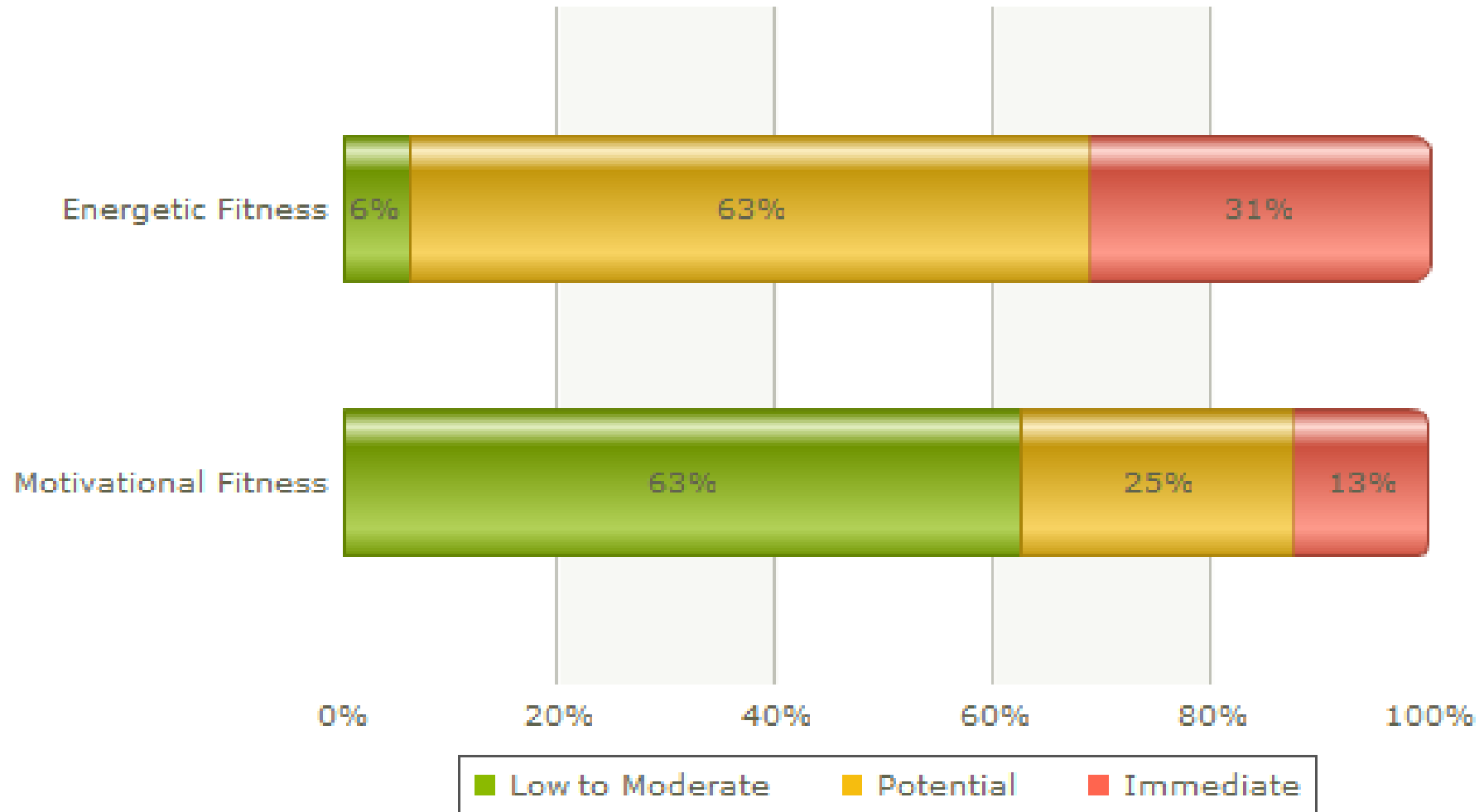
Discovery



Discovery



Discovery



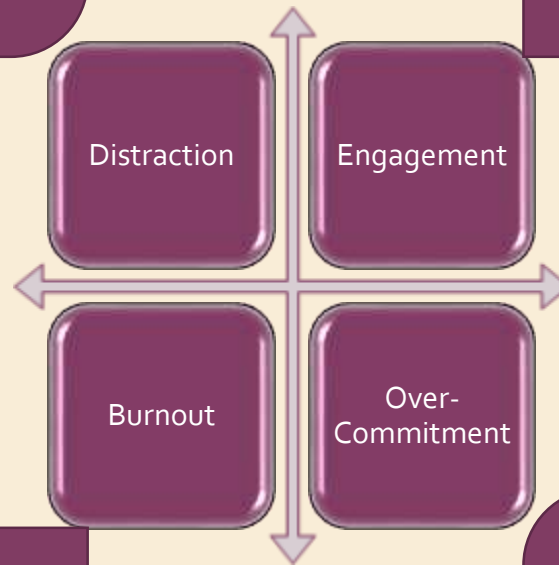
Significance?

- 50% Potential Risk to 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 to old

Making a difference
Teamwork
Grace of God



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

Overtime



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Afriforte
Metrics That Matter

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