

# SAFETY QUOTE BANK

## Health & Safety Conversations — Podcast Transcripts

Seasons 1, 2, 3 & 4 | Q1-Q263 | 263 Quotes | 67 Speakers

Compiled for use in future publications and articles | Living document

© Tom Bourne | Version 8.0 | April 2026

### HOW TO USE THIS BANK

Each entry shows the quote, the speaker and their credentials, the source episode, and the key topics it can support. Use the comprehensive topic index at the back to find quotes by theme. All quotes are drawn verbatim or near-verbatim from podcast transcripts. Verify against the source before publication. Batch 5 (Q165–Q201) draws from the Work Without Harm practitioner quote bank (Voices from the Edge podcast). Batch 6 (Q202–Q218): Dr Alexander Paselk, Nathalie Martinek, Sally North. Continue from Q219 for future additions.

### BATCH 1 — Q1-Q55 — SAFETY PHILOSOPHY, THE NEW VIEW & PSYCHOSOCIAL RISK

Clive Lloyd · Brent Sutton · Andrew Barrett · Dionne Drew · Sebnem Bulan Worth · Glen Cook · Dr Nektarios Karanikas · Michael Plowright · Emma Parsons · Amy Roosa · Georgina Poole · Trix Burgess · David Joyce · Alanna Ball · Tom Bourne

#### Q1

*“Where else in the organisation do you use that language? But you use it in safety — looking for violators, looking for offenders, looking for breaches of golden rules. As a clinician, it was like, surely our goal here is to bring people along on the journey, to create intrinsic motivation.”*

**Speaker:** Clive Lloyd

**Source:** *Health & Safety Conversations Season 2 — Principal Consultant, Just Consulting; Top 5 Global Safety Thought Leader*

#### Topics:

- Safety culture
- Leadership
- Blame & accountability
- Just culture
- Psychological safety
- Intrinsic motivation

#### Q2

*“No self-respecting psychologist would use behaviourism since the 1960s. And yet here we are, using it in safety.”*

**Speaker:** Clive Lloyd

**Source:** *Health & Safety Conversations Season 2 — Principal Consultant, Just Consulting*

#### Topics:

- Behaviour-based safety
- Safety science
- Psychology
- Safety culture
- Old view vs new view

#### Q3

*“I put together an evidence-based program. Everything we talk about is evidence-based. And thankfully we had some early adopters who were prepared to go with a bit of a maverick and have a look at doing things*

differently.”

**Speaker:** Clive Lloyd

**Source:** *Health & Safety Conversations Season 2 — Principal Consultant, Just Consulting*

**Topics:**

- Evidence-based safety
- Safety leadership
- Innovation
- Change management

**Q4**

*“I was very deliberate when I wrote it to make the case for change. Because I don't believe leaders are going to make a giant leap in their thinking unless they can see some pretty valid reasons for doing so.”*

**Speaker:** Clive Lloyd

**Source:** *Health & Safety Conversations Season 2 — Principal Consultant, Just Consulting*

**Topics:**

- Leadership
- Change management
- Safety culture
- Organisational change

**Q5**

*“Safety is not an outcome, it's a journey.”*

**Speaker:** Brent Sutton

**Source:** *Health & Safety Conversations — Episode 12; Managing Director, Learning Teams*

**Topics:**

- Safety philosophy
- Continuous improvement
- Safety culture
- New view of safety

**Q6**

*“It's easy to find out in hindsight why something went wrong, because it becomes hugely obvious. But if we're so good in hindsight, why are we so poor on foresight? Why are we so poor at predicting or seeing that event coming?”*

**Speaker:** Brent Sutton

**Source:** *Health & Safety Conversations — Episode 12; Managing Director, Learning Teams*

**Topics:**

- Incident investigation
- Foresight
- New view of safety
- Risk management
- Learning from work

**Q7**

*“The new view is trying to better understand why things go right. And if we can understand that, then we can create the conditions for people to be more successful.”*

**Speaker:** Brent Sutton

**Source:** *Health & Safety Conversations — Episode 12; Managing Director, Learning Teams*

**Topics:**

- New view of safety
- Safety differently
- Learning from work

|                                                                                                                                                                                                  |                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• Work as done</li> </ul>                                                                                                                                             |
| <b>Q8</b><br><i>"I learned a long time ago that the people who face the risk have the most knowledge about the risk."</i>                                                                        |                                                                                                                                                                                                              |
| <b>Speaker:</b> Brent Sutton<br><b>Source:</b> Health & Safety Conversations — Episode 12; Managing Director, Learning Teams                                                                     | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Worker engagement</li> <li>• Learning from work</li> <li>• Risk management</li> <li>• Safety conversations</li> <li>• Frontline knowledge</li> </ul> |
| <b>Q9</b><br><i>"There's a difference between the safety person being a facilitator of change versus being a knowledge holder. That's the switch between being an expert and being curious."</i> |                                                                                                                                                                                                              |
| <b>Speaker:</b> Brent Sutton<br><b>Source:</b> Health & Safety Conversations — Episode 12; Managing Director, Learning Teams                                                                     | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety profession</li> <li>• Safety leadership</li> <li>• Worker engagement</li> <li>• Safety conversations</li> <li>• New view of safety</li> </ul> |
| <b>Q10</b><br><i>"I think the issue is that we have treated safety as a technical subject, and I think that stemmed from a lot of our legislation."</i>                                          |                                                                                                                                                                                                              |
| <b>Speaker:</b> Brent Sutton<br><b>Source:</b> Health & Safety Conversations — Episode 12; Managing Director, Learning Teams                                                                     | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety regulation</li> <li>• Safety philosophy</li> <li>• Legislative compliance</li> <li>• Safety culture</li> </ul>                                |
| <b>Q11</b><br><i>"The process becomes the goal and we lose sight of the overall goal. At that point in time, we diverge from our intent — our noble intent."</i>                                 |                                                                                                                                                                                                              |
| <b>Speaker:</b> Andrew Barrett<br><b>Source:</b> Health & Safety Conversations Season 2 — Founder, Safety on Tap                                                                                 | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety management systems</li> <li>• Safety bureaucracy</li> <li>• Safety culture</li> <li>• Leadership</li> <li>• Safety purpose</li> </ul>         |
| <b>Q12</b><br><i>"A safety management system is, in many ways, a performance of real life. It's not the real life. It's not the work</i>                                                         |                                                                                                                                                                                                              |

*that's actually done."*

**Speaker:** Andrew Barrett

**Source:** *Health & Safety Conversations Season 2 — Founder, Safety on Tap*

**Topics:**

- Safety management systems
- Work as done
- Work as imagined
- Safety bureaucracy
- Safety differently

**Q13**

*"In the early part of my career, I started to reflect on whether or not the things I was doing in the name of health and safety actually made a difference. And that created a bit of a black hole — a bit of depression and anxiety — about my professional role and whether I was actually truly helping people."*

**Speaker:** Andrew Barrett

**Source:** *Health & Safety Conversations Season 2 — Founder, Safety on Tap*

**Topics:**

- Safety profession
- Wellbeing of safety professionals
- Purpose
- Psychological health

**Q14**

*"As long as you feel like you're making a difference and you can look yourself in the mirror — it doesn't matter where you are, what roster you're on, what country you are in, or what you think you deserve."*

**Speaker:** Dionne Drew

**Source:** *Health & Safety Conversations Season 2 — Leadership Coach; Hard Hat Mentor*

**Topics:**

- Safety values
- Leadership
- Safety purpose
- Safety culture

**Q15**

*"I don't think it's much to ask for companies to care about their people. I believe they do. I just don't think they've got the skills to outwardly show it. That's what we try to do — upskill leaders in the care factor."*

**Speaker:** Dionne Drew

**Source:** *Health & Safety Conversations Season 2 — Leadership Coach; Hard Hat Mentor*

**Topics:**

- Leadership
- Safety culture
- Psychological safety
- Worker wellbeing
- Supervision

**Q16**

*"Your personal values aren't aligning with what's going on — that's why you feel sick. That's why you don't want to go to work. That's why you are angry. That's why your personal life's suffering."*

**Speaker:** Dionne Drew

**Source:** *Health & Safety Conversations Season 2 — (quoting Clive*

**Topics:**

- Psychological health

|                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Lloyd); Leadership Coach; Hard Hat Mentor                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Values alignment</li> <li>• Wellbeing</li> <li>• Leadership</li> <li>• Burnout</li> </ul>                                                                    |
| <b>Q17</b><br><i>"Research shows sixty percent of employees believe their supervisor cares for them. But when asked how the supervisor demonstrates that care, only about eighteen percent could point to something specific."</i>                                            |                                                                                                                                                                                                       |
| <b>Speaker:</b> Tom Bourne<br><b>Source:</b> Health & Safety Conversations Season 2 — Host (citing research with Dionne Drew)                                                                                                                                                 | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Supervision</li> <li>• Leadership</li> <li>• Safety culture</li> <li>• Psychological safety</li> <li>• Worker wellbeing</li> </ul>            |
| <b>Q18</b><br><i>"Suicide is a systemic issue and we need to look at it as a systemic issue. In the past we didn't say it was the pilot's problem and let it go. It is actually everyone's problem — and we need to deal with it as a society, not as individual people."</i> |                                                                                                                                                                                                       |
| <b>Speaker:</b> Sebnem Bulan Worth<br><b>Source:</b> Health & Safety Conversations — Episode 16; WHS Training & Compliance Consultant                                                                                                                                         | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Mental health</li> <li>• Suicide prevention</li> <li>• Psychosocial risk</li> <li>• Systemic safety</li> <li>• Workplace wellbeing</li> </ul> |
| <b>Q19</b><br><i>"Nine people die by suicide every day in Australia. And it doesn't just impact the person — it impacts their family, their friends, and their workplaces."</i>                                                                                               |                                                                                                                                                                                                       |
| <b>Speaker:</b> Sebnem Bulan Worth<br><b>Source:</b> Health & Safety Conversations — Episode 16; WHS Training & Compliance Consultant                                                                                                                                         | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Mental health</li> <li>• Suicide prevention</li> <li>• Psychosocial risk</li> <li>• Statistics</li> <li>• Workplace wellbeing</li> </ul>      |
| <b>Q20</b><br><i>"Mental health first aid is like physical first aid — initial support provided to a person until the crisis situation is resolved or the person receives professional help. What we don't do is fix issues. We are just a helping hand."</i>                 |                                                                                                                                                                                                       |
| <b>Speaker:</b> Sebnem Bulan Worth<br><b>Source:</b> Health & Safety Conversations — Episode 16; WHS Training & Compliance Consultant                                                                                                                                         | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Mental health first aid</li> <li>• Psychological health</li> <li>• Psychosocial risk</li> <li>• Workplace wellbeing</li> </ul>                |

**Q21**

*"A lot of people don't know how to start a conversation with someone. The supervisor on the shift didn't recognise the warning signs — and even if he did, he didn't know how to start that conversation."*

**Speaker:** Sebnem Bulan Worth

**Source:** Health & Safety Conversations — Episode 16; WHS Training & Compliance Consultant

**Topics:**

- Mental health
- Supervision
- Safety conversations
- Psychosocial risk
- Fatigue
- Leadership

**Q22**

*"Psychological illness at work costs Australian businesses around eleven billion dollars a year — including sick leave, compensation claims, people not returning to work for months, and reduced productivity. And that flows right through to customer relations and the bottom line."*

**Speaker:** Sebnem Bulan Worth

**Source:** Health & Safety Conversations — Episode 16; WHS Training & Compliance Consultant

**Topics:**

- Mental health
- Psychosocial risk
- Business case for safety
- Statistics
- ROI of wellbeing

**Q23**

*"All these incidents are one hundred percent avoidable. It's not like getting COVID — you can absolutely avoid it."*

**Speaker:** Glen Cook

**Source:** Health & Safety Conversations — Episode 17; Electrical Safety Educator & Former Electrical Inspector

**Topics:**

- Electrical safety
- Incident prevention
- Safety culture
- Human factors

**Q24**

*"It's called inattention blindness. There's that one point in time when your mind or brain doesn't perceive danger and you miss something. Your eyes and brain don't work well together — your brain blots things out and you won't see them."*

**Speaker:** Glen Cook

**Source:** Health & Safety Conversations — Episode 17; Electrical Safety Educator

**Topics:**

- Human factors
- Cognitive bias
- Inattention blindness
- Electrical safety
- Risk perception

**Q25**

*"It's one hundred percent a human factor. Our brain is trying to conserve energy. And if your brain's telling you that you don't need to worry about power lines because they've never touched you in your life — that's where people get into trouble."*

**Speaker:** Glen Cook

**Source:** Health & Safety Conversations — Episode 17; Electrical Safety Educator

**Topics:**

- Human factors
- Cognitive bias
- Risk perception
- Normalisation of deviance
- Electrical safety

**Q26**

*"If it gets you, you're dead or you're severely maimed for life."*

**Speaker:** Glen Cook

**Source:** Health & Safety Conversations — Episode 17; Electrical Safety Educator (quoting a doctor from a safety video)

**Topics:**

- Electrical safety
- Severity of harm
- Safety communication
- Consequence of inaction

**Q27**

*"Human factors are not only about safety — they are about human performance. And humans perform not just to deliver safety. They perform their jobs to deliver outcomes: quality, security, safety, efficiency, sustainability — whatever objectives we have."*

**Speaker:** Dr Nektarios Karanikas

**Source:** Health & Safety Conversations — Episode 11; Associate Professor, Health, Safety & Environment, QUT

**Topics:**

- Human factors
- Safety science
- Work as done
- Systems thinking
- Safety & production

**Q28**

*"In aviation, you will rarely find a health and safety manager who does only safety management. They are at the same time pilots, flight crews, engineers. They work for the safety department three days a week and fly the other two. So whatever they do, they feel it — they experience it."*

**Speaker:** Dr Nektarios Karanikas

**Source:** Health & Safety Conversations — Episode 11; Associate Professor, Health, Safety & Environment, QUT

**Topics:**

- Aviation safety
- Safety leadership
- Safety profession
- High reliability organisations
- Systems thinking

**Q29**

*"When you are a health and safety professional and you do the work — or you supervise the work — which you*

*are supposed to monitor and support with your advice, it's far more effective than just communicating policies, procedures, and instructions."*

**Speaker:** Dr Nektarios Karanikas

**Source:** Health & Safety Conversations — Episode 11; Associate Professor, Health, Safety & Environment, QUT

**Topics:**

- Safety leadership
- Supervision
- Safety conversations
- Work as done
- Safety profession

**Q30**

*"Aviation doesn't see safety and operations as separate entities. We're talking about safe operations. Aviation has learned through huge disasters and catastrophe in the past — and different to other industry sectors, it is quite standardised across the globe."*

**Speaker:** Dr Nektarios Karanikas

**Source:** Health & Safety Conversations — Episode 11; Associate Professor, Health, Safety & Environment, QUT

**Topics:**

- Aviation safety
- High reliability organisations
- Safety & production
- Systems thinking
- Learning from failure

**Q31**

*"For many years, health and safety has been focused on the physical aspects. It's only now really starting to get its head into preventing the psychosocial risks and trying to manage those effectively."*

**Speaker:** Michael Plowright

**Source:** Health & Safety Conversations — Episode 7; Founder, Working Well Together

**Topics:**

- Psychosocial risk
- Mental health
- Safety evolution
- Workplace wellbeing
- Legislative compliance

**Q32**

*"What I see with a lot of people who use abrasive and bullying behaviours is that they did learn it when they were kids. No one ever turned around and said, you need to change your behaviour. Or if they did, they said change your behaviour but didn't say how."*

**Speaker:** Michael Plowright

**Source:** Health & Safety Conversations — Episode 7; Founder, Working Well Together

**Topics:**

- Workplace bullying
- Psychosocial risk
- Behaviour change
- Leadership
- Psychological safety

**Q33**

*"What you've got is someone's head like a lifetime of learning — and we can't necessarily see outside of our*



picture of experience. We've got to get in there and help them identify new ways of doing things."

**Speaker:** Michael Plowright

**Source:** Health & Safety Conversations — Episode 7; Founder, Working Well Together

**Topics:**

- Behaviour change
- Learning & development
- Workplace bullying
- Leadership development
- Coaching

**Q34**

"In construction you had to be better and bigger and quicker than anyone else — otherwise you didn't stand out. You definitely do not talk about your emotions or how you're feeling. So everything got locked down, everything compounded."

**Speaker:** Emma Parsons

**Source:** Health & Safety Conversations — Episode 8; Mental Health & Leadership Coach for Industry

**Topics:**

- Mental health
- Construction industry
- Psychological safety
- Psychosocial risk
- Emotional suppression

**Q35**

"My daughter said: "Mum, we don't feel like we're walking on eggshells anymore. We don't worry about what mood you're going to come home in." That was a massive wake-up call — I hadn't realised what the impact of me being stressed had on my kids."

**Speaker:** Emma Parsons

**Source:** Health & Safety Conversations — Episode 8; Mental Health & Leadership Coach for Industry

**Topics:**

- Stress
- Mental health
- Psychological safety
- Wellbeing
- Safety at home
- Human impact

**Q36**

"He said: "They've never walked a day in my shoes. They don't know what it's like. But I know you have — and I know you understand what it's like out on site when things are hard." So I'll take notice of you."

**Speaker:** Emma Parsons

**Source:** Health & Safety Conversations — Episode 8; Mental Health & Leadership Coach for Industry

**Topics:**

- Mental health
- Credibility
- Worker engagement
- Psychological safety
- Mining industry
- Frontline support

**Q37**

*"We were solving the symptoms, not the problem — not the root causes. How big is this bandaid going to get before we actually understand what the root causes are?"*

**Speaker:** Emma Parsons

**Source:** Health & Safety Conversations — Episode 8; Mental Health & Leadership Coach for Industry

**Topics:**

- Root cause
- Psychological health
- Safety management
- Systems thinking
- Leadership

**Q38**

*"Women are not just small men. Our bodies are greatly different. When PPE is designed as 'unisex' or a men's small, it won't fit — and I'm going to be psychologically thinking about how my clothing's fitting, or worry that it's going to snag on something and I'm going to get injured."*

**Speaker:** Amy Roosa

**Source:** Health & Safety Conversations — Episode 9; Founder, The Safety Rack; Women in Safety Conference

**Topics:**

- PPE
- Women in safety
- Gender equity
- Psychosocial risk
- Injury prevention

**Q39**

*"Allyship is a good part of this too. If there's one female on a job site, a guy can step up and say: does she actually have the proper fitting PPE? Because unisex or a men's small is not going to cut it for her."*

**Speaker:** Amy Roosa

**Source:** Health & Safety Conversations — Episode 9; Founder, The Safety Rack

**Topics:**

- PPE
- Women in safety
- Gender equity
- Allyship
- Inclusion

**Q40**

*"The frontline supervisor is where the biggest difference happens. You can have all these wonderful policies and procedures — but if they're not enforced, if it's nudge-nudge-wink-wink and we do it when we're being watched, everything tends to fall apart."*

**Speaker:** Tom Bourne

**Source:** Health & Safety Conversations — Episode 3 (with Georgina Poole); Host; Safety Author

**Topics:**

- Supervision
- Safety leadership
- Safety culture
- Frontline safety
- Leadership

**Q41**

*"My aim and the hearts and minds I want to influence is those supervisors and lower-level positions who are out*

*there talking to personnel — because they really can create the change we need to see in our industry.”*

**Speaker:** Georgina Poole

**Source:** Health & Safety Conversations — Episode 3; Host, Leading Safely Podcast; HSE Consultant

**Topics:**

- Safety leadership
- Supervision
- Safety culture
- Frontline safety
- Safety communication

**Q42**

*“Work as imagined versus work as done — I'd never heard that before. And it was the light bulb moment for me with safety differently.”*

**Speaker:** Trix Burgess

**Source:** Health & Safety Conversations — Episode 5; Safety Business Partner, Moreton Bay Regional Council

**Topics:**

- Safety differently
- New view of safety
- Work as done
- Work as imagined
- Systems thinking

**Q43**

*“The five whys can be very linear — it will just take you to one point. And the first why has to be the right why. If you ask the wrong question at the start, you're already deciding what the outcome probably is at the bottom.”*

**Speaker:** Trix Burgess

**Source:** Health & Safety Conversations — Episode 5; Safety Business Partner, Moreton Bay Regional Council

**Topics:**

- Incident investigation
- 5 Whys
- Root cause analysis
- Cognitive bias
- Confirmation bias

**Q44**

*“You might only get to three whys before you can't answer the next one — because you've got to go away and find the evidence.”*

**Speaker:** Trix Burgess

**Source:** Health & Safety Conversations — Episode 5; Safety Business Partner, Moreton Bay Regional Council

**Topics:**

- Incident investigation
- Root cause analysis
- Evidence-based investigation

**Q45**

*“You are in a tunnel looking towards the end. On the outside of that tunnel, there's all of these things influencing how that person was working — and you can't see that. You've got to get rid of your conscious bias.”*

**Speaker:** Trix Burgess

**Source:** Health & Safety Conversations — Episode 5; Safety Business Partner, Moreton Bay Regional Council

**Topics:**

- Incident investigation
- Cognitive bias

|                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Tunnel vision</li> <li>• Systems thinking</li> <li>• Human factors</li> </ul>                                                                             |
| <b>Q46</b><br><i>"The senior people on a drilling rig would always dictate how important safety was — and how everyone else took it. If the senior people took it as a joke, then everyone else would as well."</i>                                                      |                                                                                                                                                                                                    |
| <b>Speaker:</b> David Joyce<br><b>Source:</b> Health & Safety Conversations — Episode 6; Trainer & Assessor, Link Resources                                                                                                                                              | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety culture</li> <li>• Leadership</li> <li>• Supervision</li> <li>• Frontline safety</li> <li>• Safety by example</li> </ul>            |
| <b>Q47</b><br><i>"Peer pressure is a really big one. If a hundred people are on a roof with a harness and one person gets on without one and keeps saying "you don't need a harness" — everyone will take those harnesses off. They want the easiest way out."</i>       |                                                                                                                                                                                                    |
| <b>Speaker:</b> David Joyce<br><b>Source:</b> Health & Safety Conversations — Episode 6; Trainer & Assessor, Link Resources                                                                                                                                              | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Peer pressure</li> <li>• Safety culture</li> <li>• Frontline safety</li> <li>• Supervision</li> <li>• Normalisation of deviance</li> </ul> |
| <b>Q48</b><br><i>"Everyone does the risk management process every day before they go to work, before they go shopping, before they get behind the wheel of a car. They're always thinking: what can hurt me? How's it going to affect me? What can I do to stop it?"</i> |                                                                                                                                                                                                    |
| <b>Speaker:</b> David Joyce<br><b>Source:</b> Health & Safety Conversations — Episode 6; Trainer & Assessor, Link Resources                                                                                                                                              | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Risk management</li> <li>• Risk perception</li> <li>• Safety mindset</li> <li>• Pre-task assessment</li> <li>• STOP framework</li> </ul>   |
| <b>Q49</b><br><i>"If I get it right and these women feel empowered, then they make some really cool changes in their workplace. What better reason to keep going?"</i>                                                                                                   |                                                                                                                                                                                                    |
| <b>Speaker:</b> Alanna Ball<br><b>Source:</b> Health & Safety Conversations Season 2 — Founder, Women in Safety                                                                                                                                                          | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Women in safety</li> <li>• Safety leadership</li> <li>• Empowerment</li> </ul>                                                             |

|                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>• Gender equity</li> <li>• Safety culture</li> </ul>                                                                                                                     |
| <b>Q50</b><br><i>"It will take all of us, regardless of gender, to overcome a lot of this. It's going to take conversations — and brave conversations — to start making change."</i>                                                                 |                                                                                                                                                                                                                 |
| <b>Speaker:</b> Alanna Ball<br><b>Source:</b> Health & Safety Conversations Season 2 — Founder, Women in Safety                                                                                                                                      | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Gender equity</li> <li>• Sexual harassment</li> <li>• Psychosocial risk</li> <li>• Safety culture</li> <li>• Brave conversations</li> </ul>             |
| <b>Q51</b><br><i>"Psychosocial risk is not in a wheelhouse. It is a systemic risk within the business — as is a reputational risk, as is a financial risk. It is a business risk."</i>                                                               |                                                                                                                                                                                                                 |
| <b>Speaker:</b> Alanna Ball<br><b>Source:</b> Health & Safety Conversations Season 2 — Founder, Women in Safety; ISO 45003 Practitioner                                                                                                              | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Psychosocial risk</li> <li>• Business case for safety</li> <li>• Systemic risk</li> <li>• ISO 45003</li> <li>• HR &amp; safety collaboration</li> </ul> |
| <b>Q52</b><br><i>"Safety had all of these kind of people in one room, and HR was dealing with all the workload, the stress, the bullying — and safety didn't even know that this stuff was existing. They didn't have the data to back that up."</i> |                                                                                                                                                                                                                 |
| <b>Speaker:</b> Alanna Ball<br><b>Source:</b> Health & Safety Conversations Season 2 — Founder, Women in Safety                                                                                                                                      | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Psychosocial risk</li> <li>• HR &amp; safety collaboration</li> <li>• Data &amp; safety</li> <li>• Risk identification</li> <li>• ISO 45003</li> </ul>  |
| <b>Q53</b><br><i>"New legislation with tougher penalties was introduced in April 2022, yet the number of fatalities is rising, not falling. Something isn't working."</i>                                                                            |                                                                                                                                                                                                                 |
| <b>Speaker:</b> Tom Bourne<br><b>Source:</b> Health & Safety Conversations — Forward to Season 2; Author & Host                                                                                                                                      | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety regulation</li> <li>• Legislative compliance</li> <li>• Deterrence</li> <li>• Safety outcomes</li> <li>• Fatalities</li> </ul>                   |

**Q54**

*"Perhaps the time is right to do away with trying to measure safety outcomes in quantitative means alone. Perhaps the time is right to do away with slogans and simple messaging. Perhaps the time is right to realise that safety on any site is complex and something that must be worked on."*

**Speaker:** Tom Bourne

**Source:** Health & Safety Conversations — Forward to Season 2; Author & Host

**Topics:**

- Safety measurement
- Safety philosophy
- Safety culture
- Safety indicators
- Complexity

**Q55**

*"Maybe, just maybe, the time is right for safety professionals to work together collaboratively instead of trying to define which philosophical standpoint you believe in."*

**Speaker:** Tom Bourne

**Source:** Health & Safety Conversations — Forward to Season 2; Author & Host

**Topics:**

- Safety profession
- Collaboration
- Safety philosophy
- Safety community

## **BATCH 2 — Q56-Q109 — REGULATION, DISASTERS, HOP, AVIATION & PSYCHOLOGICAL INJURY**

Greg Smith • Joe Meanen • Bob Edwards • Brad Green • I David Daniels • James Junkin • Chuck Casto • Allister Rose • Nicole Turnbull • Dr Tristan Casey • Renee Burkinshaw • Craig Gauvreau • Michael Coogan • Jason Martell • Nicola Macphail • Andy Holmes • Elisa Lynch

**Q56**

*"There is no empirical evidence that the structure of workplace health and safety legislation has had significant impacts on injury rates. There is no evidence that significantly increasing penalties has any impact on safe workplaces. The legislation is part of a far more complex picture."*

**Speaker:** Greg Smith

**Source:** Health & Safety Conversations Season 2 — Episode 2; Author of "Paper Safe"; WHS Lawyer

**Topics:**

- Safety regulation
- Legislative compliance
- Evidence-based safety
- Deterrence
- Safety outcomes

**Q57**

*"The legislation does not make any difference in any appreciable sense."*

**Speaker:** Greg Smith

**Source:** Health & Safety Conversations Season 2 — Episode 2; WHS Lawyer

**Topics:**

- Safety regulation
- Legislative compliance
- Safety outcomes
- Deterrence

**Q58**

*“One of the biggest contributors to improved fatality rates in mining was investment in onsite emergency response and medical services — a lot of events that historically would have resulted in fatalities now do not, because of better application of emergency response, first aid and medical treatment. It does not mean our workplaces are any more or less safe.”*

**Speaker:** Greg Smith

**Source:** Health & Safety Conversations Season 2 — Episode 2; WHS Lawyer

**Topics:**

- Mining safety
- Emergency response
- Fatality rates
- Safety statistics
- Safety indicators

**Q59**

*“Work health and safety legislation is a very blunt instrument to deal with a very complex, difficult issue. I do not like the shift to a model of retributive justice. In five years time when young apprentices are still dying at work, what is next? Bigger fines? More jail terms?”*

**Speaker:** Greg Smith

**Source:** Health & Safety Conversations Season 2 — Episode 2; WHS Lawyer

**Topics:**

- Safety regulation
- Industrial manslaughter
- Deterrence
- Safety law
- Legislative compliance

**Q60**

*“Neither the prosecution nor the defence could explain to the court why the work was performed the way it was performed on the day of the accident. So there was not even a discussion about why did this happen this way. It is not an instrument that leads to learning.”*

**Speaker:** Greg Smith

**Source:** Health & Safety Conversations Season 2 — Episode 2; WHS Lawyer

**Topics:**

- Incident investigation
- Safety regulation
- Learning from failure
- Industrial manslaughter
- Safety law

**Q61**

*“The first explosion totally destroyed the control room. Therefore there were no alarms, no noise went out to instruct people what to do. When you have got no information — if you have not got any directions, nobody telling you what to do — it is just confusion.”*

**Speaker:** Joe Meanen

**Source:** Health & Safety Conversations — Episode 14 (Piper Alpha survivor; one of 61 from 167 who died)

**Topics:**

- Piper Alpha
- Emergency response
- Communication
- Incident investigation
- Process safety
- Leadership in crisis

**Q62**

*"I can remember it as if it was yesterday, as most people would with major instances that have happened in their lives. It will be with me till the day I pass away."*

**Speaker:** Joe Meanen

**Source:** Health & Safety Conversations — Episode 14 (Piper Alpha survivor)

**Topics:**

- Piper Alpha
- Human impact of safety
- PTSD
- Psychological injury
- Trauma

**Q63**

*"Every Sunday we had our lifeboat drills. My first thought when leaving the cinema was to try and get to my muster station. But the fire and smoke were too bad — we could not get to the lifeboats either side. It was just total confusion. Some people reacted better than others."*

**Speaker:** Joe Meanen

**Source:** Health & Safety Conversations — Episode 14 (Piper Alpha survivor)

**Topics:**

- Emergency response
- Process safety
- Piper Alpha
- Evacuation
- Human factors
- Drills and preparedness

**Q64**

*"We do not have perfect processes or perfect procedures and we do not have perfect people, but we have very adaptive people. It is the adaptive nature of humans that is making us so successful."*

**Speaker:** Bob Edwards

**Source:** Health & Safety Conversations Season 2; HOP Advocate; former GE Maintenance Manager; colleague of Todd Conklin

**Topics:**

- Human factors
- Human and organisational performance (HOP)
- Systems thinking
- Adaptive capacity
- Safety science

**Q65**

*"Punishment does not build more accountability. Punishment drives people to not talk. You bring people together to learn from them — and then they get to help you make it better. That is the restorative piece."*

**Speaker:** Bob Edwards

**Source:** Health & Safety Conversations Season 2; HOP Advocate; colleague of Todd Conklin

**Topics:**

- Just culture
- Blame & accountability
- Learning teams
- Psychological safety
- Incident investigation



**Q66**

*"The learning team is the organisation learning from the people who actually do the work. And they are brilliant — they know this stuff, they know the ins and outs, the nuances. And when they have psychological safety — when I mean that, I mean it is a safe place to talk — they can tell you the truth without fear of retribution."*

**Speaker:** Bob Edwards

**Source:** Health & Safety Conversations Season 2; HOP Advocate

**Topics:**

- Learning teams
- Psychological safety
- Worker engagement
- Human and organisational performance (HOP)
- Work as done

**Q67**

*"In complex adaptive systems, you cannot predict everything — which means you cannot prevent everything. Once you start to wrap your brain around that, you start saying: it is not just about prevention. We need more conversations about not what if, but when."*

**Speaker:** Bob Edwards

**Source:** Health & Safety Conversations Season 2; HOP Advocate

**Topics:**

- Systems thinking
- Complexity
- Risk management
- Resilience
- Safety philosophy
- HOP

**Q68**

*"Life can be extinct in a moment's notice, and that is what really drives me — to get people to understand that decisions we make right now can impact us forever."*

**Speaker:** Brad Green

**Source:** Health & Safety Conversations Season 2; HSE Professional, United States

**Topics:**

- Human impact of safety
- Personal safety stories
- Decision-making
- Safety purpose
- Risk awareness

**Q69**

*"I said 'we had a spill' — not 'you had a spill'. We did not have the proper systems in place. It is not your responsibility, a hundred percent. It is our responsibility, and we have got to work together as a team to ensure we have proportional safeguards in place for the risk we are dealing with."*

**Speaker:** Brad Green

**Source:** Health & Safety Conversations Season 2; HSE Professional, United States

**Topics:**

- Just culture
- Systems thinking
- Safety leadership
- Blame & accountability
- Worker engagement
- Shared responsibility

**Q70**

*"People not actually doing the work are prescribing the work and expecting people to do that task perfectly every time. That is a little backwards. We need to leverage the expertise of the people doing the work — not tell them how to do their job."*

**Speaker:** Brad Green

**Source:** *Health & Safety Conversations Season 2; HSE Professional, United States*

**Topics:**

- Work as done
- Safety leadership
- Worker engagement
- Systems thinking
- Frontline knowledge
- Safety management

**Q71**

*"While some employers do a good job of not injuring you physically, they beat the living hell out of you emotionally."*

**Speaker:** I David Daniels

**Source:** *Health & Safety Conversations Season 2 — Episode 3; Fire Rescue Chief; Host, Psych Health & Safety USA Podcast; PhD OHS*

**Topics:**

- Psychosocial risk
- Psychological safety
- Workplace wellbeing
- Mental health
- Leadership
- First responders

**Q72**

*"People do safety-related things for one of three reasons: they do it because they have an ethical, moral belief — 'this is the right thing to do'; or it costs too much not to; or they are being forced to by government or regulation. But I don't really care why you do it as long as you do it."*

**Speaker:** I David Daniels

**Source:** *Health & Safety Conversations Season 2 — Episode 3; Fire Rescue Chief; PhD OHS*

**Topics:**

- Safety motivation
- Safety culture
- Legislative compliance
- Business case for safety
- Safety leadership

**Q73**

*"It is not the people. The issue is the environment we put people in. It is going to have psychosocial hazards — you cannot prevent them all — but how do we address them when they manifest?"*

**Speaker:** I David Daniels

**Source:** *Health & Safety Conversations Season 2 — Episode 3; Fire Rescue Chief; PhD OHS*

**Topics:**

- Psychosocial risk
- Systems thinking
- Human factors
- Workplace wellbeing
- Safety philosophy

**Q74**

*"It is a hazard just like all the other hazards. What do you do with hazards in your workplace? I find that most people want to talk about psychological safety and all that — but they do not know what to do with the hazards they already have. So they are not going to do a good job with this one either."*

**Speaker:** I David Daniels

**Source:** Health & Safety Conversations Season 2 — Episode 3; Fire Rescue Chief; PhD OHS

**Topics:**

- Psychosocial risk
- Risk management
- Safety management
- Psychological safety
- Compliance vs culture

**Q75**

*"Nineteen people that I worked with either got killed doing the job or died from exposure to doing it. That left a pretty indelible impact on me. When I talk about safety, I am not talking about it academically. People should not die at work. Period."*

**Speaker:** I David Daniels

**Source:** Health & Safety Conversations Season 2 — Episode 3; Fire Rescue Chief; PhD OHS

**Topics:**

- Safety purpose
- Human impact of safety
- First responders
- Psychological injury
- PTSD
- Safety leadership

**Q76**

*"I have never met a worker who has not made a mistake at work or made a mistake in life. It is nice that we seem to be moving away from that behaviourist approach about making the perfect worker and instead trying to make a safer workplace and safer systems."*

**Speaker:** James Junkin

**Source:** Health & Safety Conversations Season 2; CEO, Mariner Gulf Consulting; Oil & Gas Safety, United States

**Topics:**

- Human error
- New view of safety
- Systems thinking
- Just culture
- Safety philosophy
- Blame & accountability

**Q77**

*"Saying all accidents are due to human error is like saying all falls are due to gravity. That is true, but it is not very helpful."*

**Speaker:** James Junkin

**Source:** Health & Safety Conversations Season 2; CEO, Mariner Gulf Consulting (quoting Dr Trevor Kletz)

**Topics:**

- Human error
- Incident investigation
- Root cause analysis
- Just culture

|                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Safety philosophy</li> <li>• New view of safety</li> </ul>                                                                                                                                                  |
| <b>Q78</b><br><i>"The worker that gets injured, the worker that gets killed, is just the final garnish on the tip of an iceberg that has been building for a long time — particularly in big corporations. It takes the sun, the moon, the stars to line up. But people gravitate to grabbing someone to blame because there is loss of life."</i> |                                                                                                                                                                                                                                                      |
| <b>Speaker:</b> James Junkin<br><b>Source:</b> Health & Safety Conversations Season 2; CEO, Mariner Gulf Consulting                                                                                                                                                                                                                                | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Incident investigation</li> <li>• Just culture</li> <li>• Systems thinking</li> <li>• Blame &amp; accountability</li> <li>• Root cause analysis</li> <li>• Organisational failure</li> </ul> |
| <b>Q79</b><br><i>"We are not doing a really good job at the higher executive levels of anticipating what the hazards are in the risk. We are waiting till the worker gets into the field — and by then it is too late."</i>                                                                                                                        |                                                                                                                                                                                                                                                      |
| <b>Speaker:</b> James Junkin<br><b>Source:</b> Health & Safety Conversations Season 2; CEO, Mariner Gulf Consulting                                                                                                                                                                                                                                | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety leadership</li> <li>• Risk management</li> <li>• Frontline safety</li> <li>• Leadership accountability</li> <li>• Systems thinking</li> </ul>                                         |
| <b>Q80</b><br><i>"I said it was going to be okay — they would get the emergency diesel generators back and everything would be fine. That obviously could not have been more wrong. You have to understand that what you knew coming in is no longer valid. Once you have the accident, it is a completely different situation."</i>               |                                                                                                                                                                                                                                                      |
| <b>Speaker:</b> Chuck Casto<br><b>Source:</b> Health & Safety Conversations Season 2; Former NRC Inspector; Led US Federal Response to Fukushima 2011                                                                                                                                                                                              | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Leadership in crisis</li> <li>• Emergency response</li> <li>• Decision-making under pressure</li> <li>• Process safety</li> <li>• Fukushima</li> <li>• Assumptions and safety</li> </ul>     |
| <b>Q81</b><br><i>"When that unit exploded, that told the whole story. You knew at that point — this is the worst-case scenario we are faced with."</i>                                                                                                                                                                                             |                                                                                                                                                                                                                                                      |
| <b>Speaker:</b> Chuck Casto<br><b>Source:</b> Health & Safety Conversations Season 2; Led US Federal Response to Fukushima 2011                                                                                                                                                                                                                    | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Leadership in crisis</li> <li>• Emergency response</li> </ul>                                                                                                                                |

|                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>• Process safety</li> <li>• Fukushima</li> <li>• Risk assessment</li> </ul>                                                                                                      |
| <b>Q82</b><br><i>"I had been in the emergency services for a long time and I realised that my mental health was starting to suffer. I did not feel that I fitted in anymore. I did not feel that I could contribute the way I had previously."</i>                            |                                                                                                                                                                                                                         |
| <b>Speaker:</b> Allister Rose<br><b>Source:</b> Health & Safety Conversations — Episode 14; Paramedic, NZ Police (15 yrs), WorkSafe NZ; Founder, Blue Hope Foundation                                                                                                         | <b>Topics:</b> <ul style="list-style-type: none"> <li>• PTSD</li> <li>• Mental health</li> <li>• Emergency services</li> <li>• Psychological injury</li> <li>• First responders</li> <li>• Psychosocial risk</li> </ul> |
| <b>Q83</b><br><i>"We are only just starting to learn about PTSD in emergency services. We are only just starting to put controls in for it now."</i>                                                                                                                          |                                                                                                                                                                                                                         |
| <b>Speaker:</b> Allister Rose<br><b>Source:</b> Health & Safety Conversations — Episode 14; Paramedic, NZ Police, WorkSafe NZ; PTSD advocate                                                                                                                                  | <b>Topics:</b> <ul style="list-style-type: none"> <li>• PTSD</li> <li>• Emergency services</li> <li>• First responders</li> <li>• Psychological injury</li> <li>• Psychosocial risk</li> <li>• Mental health</li> </ul> |
| <b>Q84</b><br><i>"It is tiring going through life being on edge — constantly looking over your shoulder, like all cops do. You are always looking, always assessing. No wonder I was so bloody tired."</i>                                                                    |                                                                                                                                                                                                                         |
| <b>Speaker:</b> Allister Rose<br><b>Source:</b> Health & Safety Conversations — Episode 14; Former NZ Police Officer (15 yrs); PTSD advocate                                                                                                                                  | <b>Topics:</b> <ul style="list-style-type: none"> <li>• PTSD</li> <li>• Mental health</li> <li>• First responders</li> <li>• Emergency services</li> <li>• Psychological injury</li> <li>• Fatigue</li> </ul>           |
| <b>Q85</b><br><i>"Often employers do not take action until it is out of their hands — in the media, or it has gotten away. So it becomes an issue when it is happening, and because bullying is prolonged, by the time it is a huge culture issue it is almost too late."</i> |                                                                                                                                                                                                                         |
| <b>Speaker:</b> Nicole Turnbull<br><b>Source:</b> Health & Safety Conversations — Nicole Turnbull; Founder, Neon Shed; WHS Communications Specialist                                                                                                                          | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Workplace bullying</li> <li>• Psychosocial risk</li> </ul>                                                                                                      |

|                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>• Safety culture</li> <li>• Prevention vs reaction</li> <li>• Leadership accountability</li> </ul>                                                                                              |
| <b>Q86</b><br><i>"How do you ask the perpetrator to stop? When we experience or witness sexual harassment or bullying at work, we go into fight, flight, freeze — and our brains and bodies literally stop functioning effectively. We are just not given the tools to appropriately manage these things."</i>                                       |                                                                                                                                                                                                                                        |
| <b>Speaker:</b> Nicole Turnbull<br><b>Source:</b> Health & Safety Conversations — Nicole Turnbull; Founder, Neon Shed                                                                                                                                                                                                                                | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Workplace bullying</li> <li>• Sexual harassment</li> <li>• Psychosocial risk</li> <li>• Training</li> <li>• Psychological safety</li> <li>• Fight flight freeze</li> </ul>     |
| <b>Q87</b><br><i>"In 2012, one in five people had experienced sexual harassment at work. By 2018, it was one in three. In the telco and media industry, 81% of people had been sexually harassed in the five years leading up to 2018."</i>                                                                                                          |                                                                                                                                                                                                                                        |
| <b>Speaker:</b> Nicole Turnbull<br><b>Source:</b> Health & Safety Conversations — Nicole Turnbull; Founder, Neon Shed (citing Australian Human Rights Commission)                                                                                                                                                                                    | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Sexual harassment</li> <li>• Psychosocial risk</li> <li>• Workplace bullying</li> <li>• Statistics</li> <li>• Legislative compliance</li> </ul>                                |
| <b>Q88</b><br><i>"New view concepts are really a different mindset or a philosophical shift in thinking. It is not something you can just put people through a training program and tick the box. It is deeper — how do we reimagine the way that everything in our organisation works?"</i>                                                         |                                                                                                                                                                                                                                        |
| <b>Speaker:</b> Dr Tristan Casey<br><b>Source:</b> Health & Safety Conversations Season 2; Researcher, QUT; New View Safety Practitioner                                                                                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• New view of safety</li> <li>• Safety differently</li> <li>• Organisational change</li> <li>• Safety culture</li> <li>• Safety training</li> <li>• Safety philosophy</li> </ul> |
| <b>Q89</b><br><i>"Training campaigns might change a little bit of behaviour for a while, or adjust attitudes, but they do not get down to the core of the organisation — which is embedded into the policies, the tools, the procedures, and the culture, the shared beliefs and assumptions that people have. They just do not go deep enough."</i> |                                                                                                                                                                                                                                        |
| <b>Speaker:</b> Dr Tristan Casey                                                                                                                                                                                                                                                                                                                     | <b>Topics:</b>                                                                                                                                                                                                                         |

**Source:** *Health & Safety Conversations Season 2; Researcher, QUT*

- Change management
- Safety culture
- Safety training
- New view of safety
- Organisational change

#### Q90

*"A lot of the legislation already has new view principles baked into it — employee consultation and involvement, due diligence, executives getting into the field. But the way we have interpreted and used it has become more bureaucratic and compliance-based."*

**Speaker:** Dr Tristan Casey

**Source:** *Health & Safety Conversations Season 2; Researcher, QUT*

#### Topics:

- Safety regulation
- Legislative compliance
- New view of safety
- Safety differently
- Due diligence

#### Q91

*"Leaders say to me: 'I do not feel as though anyone has my back. I am afraid to share things with my team. I am afraid to get things wrong.' And that is where they start building walls and barriers — and it becomes really difficult to create trust if you cannot be open with people."*

**Speaker:** Renee Burkinshaw

**Source:** *Health & Safety Conversations Season 2; Founder, Originate Coaching Consulting; HR & Leadership Specialist*

#### Topics:

- Psychological safety
- Leadership
- Trust
- Safety culture
- Supervision
- Vulnerability in leadership

#### Q92

*"Safety and security — those basic needs — actually need to be met in the workplace before you can start to realise self-actualisation. If leaders are not feeling safe and supported by their own leaders, it is very hard to see how they can provide that environment for those further down the chain."*

**Speaker:** Renee Burkinshaw

**Source:** *Health & Safety Conversations Season 2; Founder, Originate Coaching Consulting*

#### Topics:

- Psychological safety
- Leadership
- Safety culture
- Wellbeing
- Maslow hierarchy
- Worker engagement

#### Q93

*"In Canada, we had 158 soldiers killed in combat in Afghanistan over 11 years. And in Alberta we had around 160 people killed on the job last year. That just makes no sense to me."*

|                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Speaker:</b> Craig Gauvreau<br/> <b>Source:</b> <i>Health &amp; Safety Conversations Season 2; Safety Consultant &amp; Author, Canada</i></p>                                                                                                                                                                                                           | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Fatality rates</li> <li>• Safety statistics</li> <li>• Safety outcomes</li> <li>• Safety culture</li> <li>• Legislative compliance</li> </ul>                                         |
| <p><b>Q94</b></p> <p><i>"I said: if you are okay with somebody else raising your kids and sleeping with your wife — do not put your belt on. Just, they are gonna have to move on. One of the guys said, "I never thought of it that way before. I just thought it was a corporate rule from the ivory tower." You have got to make safety personal."</i></p> |                                                                                                                                                                                                                                                      |
| <p><b>Speaker:</b> Craig Gauvreau<br/> <b>Source:</b> <i>Health &amp; Safety Conversations Season 2; Safety Consultant &amp; Author, Canada</i></p>                                                                                                                                                                                                           | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Safety communication</li> <li>• Personal safety stories</li> <li>• Human impact of safety</li> <li>• Frontline safety</li> <li>• Safety culture</li> <li>• Rules vs values</li> </ul> |
| <p><b>Q95</b></p> <p><i>"I have had my most influence on the job when you make safety personal. Make it about that worker. It is not about rules — it is about people."</i></p>                                                                                                                                                                               |                                                                                                                                                                                                                                                      |
| <p><b>Speaker:</b> Craig Gauvreau<br/> <b>Source:</b> <i>Health &amp; Safety Conversations Season 2; Safety Consultant &amp; Author, Canada</i></p>                                                                                                                                                                                                           | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Safety culture</li> <li>• Safety communication</li> <li>• Frontline safety</li> <li>• Human impact of safety</li> <li>• Safety leadership</li> <li>• Rules vs values</li> </ul>       |
| <p><b>Q96</b></p> <p><i>"I have had a number of colleagues who committed suicide because of post-traumatic stress. It does not manifest itself straight away. It takes years and years before it can really show that side."</i></p>                                                                                                                          |                                                                                                                                                                                                                                                      |
| <p><b>Speaker:</b> Michael Coogan<br/> <b>Source:</b> <i>Health &amp; Safety Conversations — Michael Coogan; Former Correctional Officer; Suncorp Investigator</i></p>                                                                                                                                                                                        | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• PTSD</li> <li>• Psychological injury</li> <li>• Mental health</li> <li>• Suicide prevention</li> <li>• First responders</li> <li>• Psychosocial risk</li> </ul>                       |
| <p><b>Q97</b></p> <p><i>"Across the board, from every role I have been in, one of the biggest safety nets you have is to be a good communicator. If you communicate well, it minimises considerably the risk you might face."</i></p>                                                                                                                         |                                                                                                                                                                                                                                                      |



|                                                                                                                                                                                                      |                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Speaker:</b> Michael Coogan<br><b>Source:</b> <i>Health &amp; Safety Conversations — Michael Coogan; Former Correctional Officer</i>                                                              | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety conversations</li> <li>• Communication</li> <li>• Risk management</li> <li>• Leadership</li> <li>• Supervision</li> <li>• Psychosocial risk</li> </ul> |
| <b>Q98</b><br><i>"I do not get paid for what I do. I get paid for what I can do."</i>                                                                                                                |                                                                                                                                                                                                                       |
| <b>Speaker:</b> Jason Martell<br><b>Source:</b> <i>Health &amp; Safety Conversations — Episode 4; Trainer, Fire Safety Australia; Former Air Force Firefighter</i>                                   | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Emergency preparedness</li> <li>• Training value</li> <li>• Competency</li> <li>• Safety training</li> <li>• Fire safety</li> </ul>                           |
| <b>Q99</b><br><i>"You cannot avoid the crash, but you do get a choice of which car you are going to crash in. That brings to the fore the whole idea of safe by design — it is a great example."</i> |                                                                                                                                                                                                                       |
| <b>Speaker:</b> Jason Martell<br><b>Source:</b> <i>Health &amp; Safety Conversations — Episode 4; Trainer, Fire Safety Australia; Former Air Force Firefighter</i>                                   | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safe by design</li> <li>• Hierarchy of controls</li> <li>• Engineering controls</li> <li>• Risk management</li> <li>• Safety differently</li> </ul>           |
| <b>Q100</b><br><i>"Philosophically, I suppose I have finished cleaning up the mess after a mistake has been made. Hopefully we can help people avoid the mistakes in the first place."</i>           |                                                                                                                                                                                                                       |
| <b>Speaker:</b> Jason Martell<br><b>Source:</b> <i>Health &amp; Safety Conversations — Episode 4; Trainer, Fire Safety Australia; Former Air Force Firefighter</i>                                   | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety purpose</li> <li>• Prevention vs reaction</li> <li>• Safety training</li> <li>• Fire safety</li> <li>• Safety philosophy</li> </ul>                    |
| <b>Q101</b><br><i>"Doing the safe thing is also doing the profitable thing."</i>                                                                                                                     |                                                                                                                                                                                                                       |
| <b>Speaker:</b> Nicola Macphail<br><b>Source:</b> <i>Health &amp; Safety Conversations — Nicola Macphail; Commercial Airline Pilot (Virgin Australia); Drone Management Consultant</i>               | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Business case for safety</li> <li>• Safety culture</li> <li>• Safety &amp; production</li> <li>• Aviation safety</li> </ul>                                   |

|                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Profitability</li> </ul>                                                                                                                                                                               |
| <b>Q102</b><br><i>"Are you following the rules because someone is watching you, or are you following the rules because it lands up that that is the right and profitable thing to do — and you understand that innately as part of your role?"</i>                                              |                                                                                                                                                                                                                                                 |
| <b>Speaker:</b> Nicola Macphail<br><b>Source:</b> Health & Safety Conversations — Nicola Macphail; Commercial Airline Pilot                                                                                                                                                                     | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety culture</li> <li>• Rules vs values</li> <li>• Intrinsic motivation</li> <li>• Aviation safety</li> <li>• Compliance vs culture</li> </ul>                                        |
| <b>Q103</b><br><i>"I hate all of them. Leaders or managers put them up and think that IS their safety culture. If you are not going to get there just by sticking up a poster, that is for sure not a way to get a safety culture going."</i>                                                   |                                                                                                                                                                                                                                                 |
| <b>Speaker:</b> Nicola Macphail<br><b>Source:</b> Health & Safety Conversations — Nicola Macphail; Commercial Airline Pilot (on safety slogans)                                                                                                                                                 | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety slogans</li> <li>• Safety culture</li> <li>• Leadership</li> <li>• Safety communication</li> <li>• Safety differently</li> </ul>                                                 |
| <b>Q104</b><br><i>"If it is everyone's responsibility, then it is no one's responsibility. What is to stop me from thinking, oh well, it is also someone else's responsibility?"</i>                                                                                                            |                                                                                                                                                                                                                                                 |
| <b>Speaker:</b> Nicola Macphail<br><b>Source:</b> Health & Safety Conversations — Nicola Macphail; Commercial Airline Pilot                                                                                                                                                                     | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety slogans</li> <li>• Safety culture</li> <li>• Accountability</li> <li>• Leadership accountability</li> <li>• Safety communication</li> </ul>                                      |
| <b>Q105</b><br><i>"People stopped thinking about safety holistically and what their roles were, and started blindly following those rules. Because they were not able to recognise the telltale signs of disaster — because they had been reduced to rule followers — the oil rig went up."</i> |                                                                                                                                                                                                                                                 |
| <b>Speaker:</b> Nicola Macphail<br><b>Source:</b> Health & Safety Conversations — Nicola Macphail; Commercial Airline Pilot (on Tony Hayward, BP, Deepwater Horizon)                                                                                                                            | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Rules vs values</li> <li>• Safety culture</li> <li>• Compliance vs understanding</li> <li>• Deepwater Horizon</li> <li>• Organisational failure</li> <li>• Safety leadership</li> </ul> |

**Q106**

*"In aviation, people have died for the rules that we have. They were written in blood, and they are there for a reason."*

**Speaker:** Nicola Macphail

**Source:** Health & Safety Conversations — Nicola Macphail; Commercial Airline Pilot

**Topics:**

- Aviation safety
- Safety rules
- Learning from failure
- Risk awareness
- Safety culture

**Q107**

*"Despite training, despite good knowledge, despite all the right information — people still make errors or mistakes that on reflection you just think: how on earth did I do that? That took me a few years to accept. But I needed to own that."*

**Speaker:** Andy Holmes

**Source:** Health & Safety Conversations Season 2; Safety Professional; Former LNG Darwin HSES Lead

**Topics:**

- Human error
- Just culture
- Accountability
- Learning from failure
- Safety culture
- Self-reflection

**Q108**

*"The ability to build trust and rapport with your team really makes the difference between those who are very successful and those who are really only just kind of marking time."*

**Speaker:** Andy Holmes

**Source:** Health & Safety Conversations Season 2; Safety Professional; Former LNG Darwin HSES Lead

**Topics:**

- Leadership
- Safety culture
- Trust
- Supervision
- Psychological safety

**Q109**

*"PPE compliance does not mean that you are really good at safety. Safety is good where the budgets are. And there are bright spots and huge areas for improvement in every country that thinks it is great at safety."*

**Speaker:** Elisa Lynch

**Source:** Health & Safety Conversations Season 2; Safety Professional; Construction Ireland & Australia

**Topics:**

- PPE
- Safety culture
- Safety measurement
- Safety differently
- Construction safety
- Compliance vs culture

## BATCH 3 — Q110-Q132 — ERGONOMICS, SURVIVOR STORIES, EARLY CHILDHOOD, RECRUITMENT & PROCESS SAFETY

Sara Pazell · Theo Venter · Karina Bourne · John Shaddick · Kenneth Bloch

### Q110

*"Ergonomics is the study of how people interact in their environments — how they thrive, how they work, what are the physical requirements, the cognitive requirements, the interpersonal and social aspects. What is the human experience in that environment or work system?"*

**Speaker:** Sara Pazell

**Source:** Health & Safety Conversations Season 2; PhD Human Factors & Ergonomics; Director, VivaHR; Occupational Therapist

#### Topics:

- Ergonomics
- Human factors
- Work design
- Psychosocial risk
- Work as done
- Safety science

### Q111

*"I don't call myself a safety professional. I've always considered myself to be a design professional — and safety may be one of the objectives in that design. So it is a different philosophy, a different way of thinking."*

**Speaker:** Sara Pazell

**Source:** Health & Safety Conversations Season 2; PhD Human Factors & Ergonomics; Director, VivaHR

#### Topics:

- Ergonomics
- Work design
- Human factors
- Safety philosophy
- Safety profession

### Q112

*"From hire to retire and every touchpoint in between — what is the lifecycle of that worker? As soon as a worker joins an organisation at age 20, the business community has pretty much a duty of care. All their interactions can positively influence performance if the system is designed well."*

**Speaker:** Sara Pazell

**Source:** Health & Safety Conversations Season 2; PhD Human Factors & Ergonomics; Director, VivaHR

#### Topics:

- Ergonomics
- Work design
- Human factors
- Duty of care
- Worker wellbeing
- Safety management

### Q113

*"When we realise business objectives through effective design of work, work systems, and products — and promote worker health and capability — we optimise the value proposition of humans in our work systems. From a purely business perspective, we derive value from our workers if the system is designed well. It is a no-brainer."*

**Speaker:** Sara Pazell

**Source:** Health & Safety Conversations Season 2; PhD Human Factors & Ergonomics; Director, VivaHR

#### Topics:

- Ergonomics

|                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>• Human factors</li> <li>• Business case for safety</li> <li>• Work design</li> <li>• Safe by design</li> <li>• Safety &amp; production</li> </ul>                                                   |
| <b>Q114</b><br><i>"I ticked all the boxes. And I wrote a few things at the bottom of that risk assessment — slip trips and falls, drink a lot of water, right tool for the right job, and awareness. Four of the best bull you could find on a thing — and flicked it into my car."</i>                              |                                                                                                                                                                                                                                             |
| <b>Speaker:</b> Theo Venter<br><b>Source:</b> Health & Safety Conversations Season 2; Electrical injury survivor (22,000 volts; 47 surgeries); International safety speaker                                                                                                                                          | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Paperwork safety</li> <li>• JSA</li> <li>• Pre-task assessment</li> <li>• Risk assessment</li> <li>• Safety differently</li> <li>• Normalisation of deviance</li> </ul>             |
| <b>Q115</b><br><i>"That moment I took my gloves off, I had this overwhelming gut feel — extremely strong — that something was gonna go wrong. I hesitated. Then another voice said, "it's so convenient, it's so easy." And I overrode those screaming voices from my gut feel — and I stuck my hands in there."</i> |                                                                                                                                                                                                                                             |
| <b>Speaker:</b> Theo Venter<br><b>Source:</b> Health & Safety Conversations Season 2; Electrical injury survivor; International safety speaker                                                                                                                                                                       | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Human factors</li> <li>• Cognitive bias</li> <li>• Decision-making under pressure</li> <li>• Risk perception</li> <li>• Normalisation of deviance</li> <li>• Human error</li> </ul> |
| <b>Q116</b><br><i>"Tell me how many of you have had that gut feel. You are just about to do something really, really stupid and you know it is not gonna end well. And you still go ahead and do it."</i>                                                                                                            |                                                                                                                                                                                                                                             |
| <b>Speaker:</b> Theo Venter<br><b>Source:</b> Health & Safety Conversations Season 2; Electrical injury survivor; International safety speaker                                                                                                                                                                       | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Human factors</li> <li>• Risk perception</li> <li>• Decision-making</li> <li>• Safety conversations</li> <li>• Cognitive bias</li> <li>• Human error</li> </ul>                     |
| <b>Q117</b><br><i>"The neocortex — the frontal cortex — calculates the path of least resistance. Which in our workplaces comes down to a shortcut. What is the easiest way to do it? And by the time you go and do the work, that brain is the</i>                                                                   |                                                                                                                                                                                                                                             |

*biggest thing being used today. That muscle is strong.”*

**Speaker:** Theo Venter

**Source:** *Health & Safety Conversations Season 2; Electrical injury survivor; International safety speaker*

**Topics:**

- Human factors
- Cognitive bias
- Shortcuts
- Safety science
- Normalisation of deviance
- Brain and safety

**Q118**

*“You do not have a gut feel in the gut. The limbic brain — when you are uncomfortable, or just about to do something stupid, or it knows from experience that this is not going to end well — sends the signal to your gut. That is where safety sits. Right inside the limbic brain.”*

**Speaker:** Theo Venter

**Source:** *Health & Safety Conversations Season 2; Electrical injury survivor; International safety speaker*

**Topics:**

- Human factors
- Safety science
- Brain and safety
- Risk perception
- Instinct
- Safety differently

**Q119**

*“Before I attempted my suicide, I decided I am going to take five of my bravest seconds in my life and reach for help.”*

**Speaker:** Theo Venter

**Source:** *Health & Safety Conversations Season 2; Electrical injury survivor; International safety speaker*

**Topics:**

- Mental health
- Suicide prevention
- PTSD
- Psychological injury
- Personal safety stories
- Workplace injury

**Q120**

*“Love is not enough to be able to commit to and be able to do the job really effectively. That is why we have seen a lot of people leave the sector — because they cannot afford to be in that role anymore.”*

**Speaker:** Karina Bourne

**Source:** *Health & Safety Conversations Season 2; Early Childhood Education Consultant; Mental Health Specialist*

**Topics:**

- Workforce wellbeing
- Worker engagement
- Psychosocial risk
- Early childhood
- Pay equity
- Staff shortages

**Q121**

*"What we do in those first five years has implications for lifetimes. You cannot have children doing really well in primary and secondary school without a really solid base in early childhood. Because that is where a lot of those concepts — pre-mathematics, STEM — they have to start somewhere."*

**Speaker:** Karina Bourne

**Source:** Health & Safety Conversations Season 2; Early Childhood Education Consultant; Mental Health Specialist

**Topics:**

- Early childhood
- Mental health
- Child development
- Wellbeing
- Education and safety

**Q122**

*"Early childhood can be a really high-stress profession. You are always on the ball, always having to be there for everybody else. And sometimes it is really hard to fill your own tank."*

**Speaker:** Karina Bourne

**Source:** Health & Safety Conversations Season 2; Early Childhood Education Consultant; Mental Health Specialist

**Topics:**

- Psychosocial risk
- Burnout
- Worker wellbeing
- Supervision
- Decision fatigue
- Early childhood

**Q123**

*"If we can teach children really early on about mental wellbeing and that it is really valued and as important as physical health, then they are going to grow up knowing that. And we are going to reduce some of the stigma around mental health issues."*

**Speaker:** Karina Bourne

**Source:** Health & Safety Conversations Season 2; Early Childhood Education Consultant; Mental Health Specialist

**Topics:**

- Mental health
- Child wellbeing
- Prevention vs reaction
- Stigma
- Early childhood
- Safety culture

**Q124**

*"Decision fatigue — I just cannot make another decision, because you have been doing that all day. You are emotionally, physically, cognitively drained. It does take a really high toll on your body."*

**Speaker:** Karina Bourne

**Source:** Health & Safety Conversations Season 2; Early Childhood Education Consultant; Mental Health Specialist

**Topics:**

- Decision fatigue
- Psychosocial risk
- Burnout
- Fatigue
- Worker wellbeing
- Cognitive load

**Q125**

*"A lot of these smaller businesses go "we just need it" — but they do not really want it. They pay a fair chunk of change to hire a professional, often without even a job description, without being sure what the outcomes are. The company does not actually want to change. They just want everything to stay the same."*

**Speaker:** John Shaddick

**Source:** Health & Safety Conversations Season 2; Director, Sundstrom Recruitment; HSEQ Recruitment Specialist

**Topics:**

- Safety profession
- Safety leadership
- Values misalignment
- Safety management
- Business case for safety
- Safety culture

**Q126**

*"They are hiring the smartest person in the room, but then they also might not want to take that feedback. You would never question your CFO when he gives advice. But they question the safety professional."*

**Speaker:** John Shaddick

**Source:** Health & Safety Conversations Season 2; Director, Sundstrom Recruitment

**Topics:**

- Safety profession
- Safety leadership
- Values misalignment
- Credibility
- Safety management

**Q127**

*"It is a values misalignment — between what the business says it wants and what it actually wants — that causes too many safety professionals to leave organisations. And that has gotten worse with the new legislation coming in."*

**Speaker:** John Shaddick

**Source:** Health & Safety Conversations Season 2; Director, Sundstrom Recruitment

**Topics:**

- Safety profession
- Values misalignment
- Safety culture
- Safety leadership
- Legislative compliance

**Q128**

*"Safety should be embedded in organisations in order to get measurable outcomes. Not just brought in for six or eight months. That does not matter if it is a small business or a large business."*

**Speaker:** John Shaddick

**Source:** Health & Safety Conversations Season 2; Director, Sundstrom Recruitment

**Topics:**

- Safety profession
- Safety management
- Safety culture
- Embedded safety
- Business case for safety



**Q129**

*"There is a lot of people in safety for the wrong reasons — knowing they can make a lot of money. But the right people will always be in demand, whether in a good market or a down market."*

**Speaker:** John Shaddick

**Source:** Health & Safety Conversations Season 2; Director, Sundstrom Recruitment

**Topics:**

- Safety profession
- Safety purpose
- Values
- Recruitment
- Safety culture

**Q130**

*"I fear that many of the engineers and safety professionals entering the workforce today have not familiarised themselves with where process safety as we know it globally started — which is right there in Bhopal, India."*

**Speaker:** Kenneth Bloch

**Source:** Health & Safety Conversations Season 2; Process Safety Supervisor; Author, "Rethinking Bhopal"; US Petrochemical Industry

**Topics:**

- Process safety
- Bhopal
- Learning from failure
- Safety history
- Safety education

**Q131**

*"You are in the room making a decision that you think is the right choice, but you have no idea what the future is going to be like and how bad that decision was. That is a message about every day of our working lives."*

**Speaker:** Kenneth Bloch

**Source:** Health & Safety Conversations Season 2; Process Safety Supervisor; Author, "Rethinking Bhopal"

**Topics:**

- Process safety
- Decision-making
- Bhopal
- Learning from failure
- Safety philosophy
- Human factors

**Q132**

*"When things are settled out of court, there is no responsibility to let any information out to the public. And so people start putting together things that make sense to them. The enormity of Bhopal — and the fact that nobody ever explained why — is why the lessons were never learned."*

**Speaker:** Kenneth Bloch

**Source:** Health & Safety Conversations Season 2; Process Safety Supervisor; Author, "Rethinking Bhopal"

**Topics:**

- Process safety
- Bhopal
- Incident investigation
- Learning from failure
- Safety law
- Transparency

## BATCH 4 — Q133-Q164 — LEADERSHIP, HOP, PSYCHOLOGICAL SAFETY, MENTAL HEALTH, CONCUSSION & SILICOSIS

Brett Read · Rosa Antonia Carrillo · Tom Bourne · Andy Baker · Matt Florio · Zoe Nation · Dr Peter Brace · Tasha Broomhall · Gavin Coyle · Cam Stevens · Francisco Valenzuela · Prof Alan Pearce · Dr Rowena Mobbs · Joanna McNeill · Peter Tighe · Ross Sottile

### Q133

*“At least two thirds, and typically 70 percent or more of team performance was driven by leadership practices — not by the technical and systemic things the organisation created. The average-performing teams did exactly the same things as the top-quartile teams. The difference was the quality of leadership practices.”*

**Speaker:** Brett Read

**Source:** Health & Safety Conversations Season 3; Leadership Coach; Former SAS Officer; Research Partner with Chevron/RMIT

#### Topics:

- Safety leadership
- Leadership
- Safety culture
- Team performance
- Frontline safety

### Q134

*“There are fundamentally only two ways to motivate people: you can inspire them, or you can coerce, manipulate, and threaten them. So many senior leaders tend to opt for the latter because they don't understand how to truly inspire and motivate people.”*

**Speaker:** Brett Read

**Source:** Health & Safety Conversations Season 3; Leadership Coach; Former SAS Officer

#### Topics:

- Leadership
- Safety culture
- Motivation
- Safety & production
- Frontline safety

### Q135

*“Do you build trust or do you earn trust? Leaders who think they can control that situation come across as not being authentic. Trust is not something they control — it is something given by the other person in the relationship.”*

**Speaker:** Brett Read

**Source:** Health & Safety Conversations Season 3; Leadership Coach; Former SAS Officer

#### Topics:

- Leadership
- Trust
- Safety culture
- Supervision
- Psychological safety

### Q136

*“The frontline leaders are the ones that drive the results. But if they are not empowered, if the senior leaders don't do their jobs correctly and create the environment where frontline leaders can perform — no matter how good they are, they are always fighting a losing battle.”*

**Speaker:** Brett Read

**Source:** Health & Safety Conversations Season 3; Leadership Coach; Former SAS Officer

#### Topics:

- Safety leadership
- Frontline safety

|                                                                                                                                                                                                                                                        |                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Supervision</li> <li>• Safety culture</li> <li>• Leadership accountability</li> </ul>                                                                     |
| <b>Q137</b><br><i>"For many years we just didn't want to look at the social pressures that people are under in the workplace that would actually drive them to take a risk in that way. And instead we wanted to blame the workers and fire them."</i> |                                                                                                                                                                                                    |
| <b>Speaker:</b> Rosa Antonia Carrillo<br><b>Source:</b> Health & Safety Conversations Season 3; Organisational Development Consultant; Safety Culture Author                                                                                           | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Just culture</li> <li>• Blame &amp; accountability</li> <li>• Human error</li> <li>• Safety culture</li> <li>• Systems thinking</li> </ul> |
| <b>Q138</b><br><i>"The relationships in the organisation reflect the culture. If that is true, then culture is shaped by the way we interact, the way we talk to each other, and the way we treat each other."</i>                                     |                                                                                                                                                                                                    |
| <b>Speaker:</b> Rosa Antonia Carrillo<br><b>Source:</b> Health & Safety Conversations Season 3; Organisational Development Consultant (building on Edgar Schein)                                                                                       | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety culture</li> <li>• Leadership</li> <li>• Relationships</li> <li>• Psychological safety</li> <li>• Organisational change</li> </ul>  |
| <b>Q139</b><br><i>"A leader is very specifically someone who makes the choice to courageously influence people's behaviour. Not to say being a manager is bad — we need managers. But a leader makes that choice courageously."</i>                    |                                                                                                                                                                                                    |
| <b>Speaker:</b> Rosa Antonia Carrillo<br><b>Source:</b> Health & Safety Conversations Season 3; Organisational Development Consultant                                                                                                                  | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Leadership</li> <li>• Safety culture</li> <li>• Safety leadership</li> <li>• Courage</li> <li>• Organisational change</li> </ul>           |
| <b>Q140</b><br><i>"We had 30 or 40 years of workplace brainwashing: all accidents are preventable, zero harm. And if you've been drip-fed something over a whole generation, you are probably going to fundamentally believe it."</i>                  |                                                                                                                                                                                                    |
| <b>Speaker:</b> Tom Bourne<br><b>Source:</b> Health & Safety Conversations Season 3 — Host; Safety Author (with Rosa Antonia Carrillo)                                                                                                                 | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety culture</li> <li>• Zero harm</li> <li>• Safety slogans</li> <li>• Safety philosophy</li> <li>• Normalisation of deviance</li> </ul> |

**Q141**

*"There was always this undertone of an attempt to control — to make people act a little more like robots than humans. It created a parent-child relationship between my role and the people in operations, and it just wasn't a healthy dynamic."*

**Speaker:** Andy Baker

**Source:** Health & Safety Conversations Season 3; HOP Practitioner; Co-founder, Convergent

**Topics:**

- Safety leadership
- Human and organisational performance (HOP)
- Safety management
- Worker engagement
- New view of safety

**Q142**

*"This stuff is more of a culture change than a way we change safety observations or safety approach. It really can be applicable throughout the whole organisation."*

**Speaker:** Matt Florio

**Source:** Health & Safety Conversations Season 3; Co-founder, Convergent; Former software executive

**Topics:**

- HOP
- Safety culture
- Organisational change
- New view of safety
- Systems thinking

**Q143**

*"If someone covers a safety alarm with blue tack, we label it straight away as willful negligence. But 99 percent of the time, I learn that that alarm was going off falsely for months in someone's face. They had already raised a work order. They could not get it fixed. Their only option was to cover it up. All of a sudden my label isn't quite as relevant."*

**Speaker:** Zoe Nation

**Source:** Health & Safety Conversations Season 3; Human Factors & HOP Practitioner; Former Chevron Human Performance Lead

**Topics:**

- Just culture
- Blame & accountability
- Human error
- Systems thinking
- Work as done
- New view of safety

**Q144**

*"Do we need punishment and discipline to get accountability? Is it your only method? Because there are other ways of satisfying that human need for accountability and responsibility."*

**Speaker:** Zoe Nation

**Source:** Health & Safety Conversations Season 3; Human Factors & HOP Practitioner

**Topics:**

- Just culture
- Blame & accountability
- Safety culture
- Human and organisational performance (HOP)
- Accountability

**Q145**

*"I start with my assumption that most people come to work to do a good job, most people do not want to hurt other people or themselves or cause any damage. If we start with that assumption, I automatically get a bit more curious."*

**Speaker:** Zoe Nation

**Source:** Health & Safety Conversations Season 3; Human Factors & HOP Practitioner

**Topics:**

- Just culture
- Safety philosophy
- Human error
- Worker engagement
- Safety conversations
- New view of safety

**Q146**

*"The greatest fear that people have is not the fear of death — it is the fear of public speaking. And the reason for that is any task where you feel you are being judged or evaluated by others. Those are the most stressful tasks of all."*

**Speaker:** Dr Peter Brace

**Source:** Health & Safety Conversations Season 3; PhD; Psychological Safety Practitioner & Researcher

**Topics:**

- Psychological safety
- Fear of speaking up
- Safety conversations
- Leadership
- Team performance

**Q147**

*"About half of the level of psychological safety comes down to the influence of the leader. If someone makes a suggestion, first of all, thank them for it. Notice that took some courage. Then look at what can we do about this."*

**Speaker:** Dr Peter Brace

**Source:** Health & Safety Conversations Season 3; PhD; Psychological Safety Practitioner & Researcher

**Topics:**

- Psychological safety
- Leadership
- Safety culture
- Safety conversations
- Supervision

**Q148**

*"All you can do is create the conditions in that team to help psychological safety emerge. You cannot dial it up to 80 out of 100. It is an extremely complex system."*

**Speaker:** Dr Peter Brace

**Source:** Health & Safety Conversations Season 3; PhD; Psychological Safety Practitioner & Researcher

**Topics:**

- Psychological safety
- Leadership
- Safety culture
- Complexity
- Team performance

**Q149**

*"We need to be able to fail to be able to learn. You cannot run an experiment and expect 100 percent every time. From what hasn't gone right, you learn. We need to create space for failing well."*

**Speaker:** Tasha Broomhall

**Source:** Health & Safety Conversations Season 3; Founder, Blooming Minds; Workplace Mental Health Specialist

**Topics:**

- Learning from failure
- Safety culture
- Psychological safety
- Leadership
- Resilience

**Q150**

*"Our role is helping organisations understand how to create mentally healthy cultures — but in a way that is not just about regulations. It is about getting the best out of your people."*

**Speaker:** Tasha Broomhall

**Source:** Health & Safety Conversations Season 3; Founder, Blooming Minds; Workplace Mental Health Specialist

**Topics:**

- Mental health
- Psychosocial risk
- Safety culture
- Worker wellbeing
- Psychological safety

**Q151**

*"Business owners are desensitised to the threat of jail and fines now. They know they are not reckless. The old communication method of "you are going to be prosecuted and lose loads of money" does not wash anymore. The only thing that will win their hearts and minds is to say: I think we can reduce the cost of health and safety by up to 50 percent for your business."*

**Speaker:** Gavin Coyle

**Source:** Health & Safety Conversations Season 3; Safety Consultant; Author, "Workplace Safety on a Budget"; Dublin, Ireland

**Topics:**

- Business case for safety
- Safety communication
- Safety culture
- Deterrence
- Safety leadership

**Q152**

*"Health and safety influence is not getting to the boardroom level. It will be brought up in the first five minutes, then the conversation moves straight into growth, scale, and operations — and health and safety is finished at that stage."*

**Speaker:** Gavin Coyle

**Source:** Health & Safety Conversations Season 3; Safety Consultant; Author, "Workplace Safety on a Budget"

**Topics:**

- Safety leadership
- Leadership accountability
- Safety culture
- Business case for safety
- Safety profession

**Q153**

*"What I really like about new view practices is the mindset — a mindset for wanting to change and do something different. I think the fundamentals still need to be in place: leadership behaviour, trust, just culture. But it is that mindset shift I like."*

**Speaker:** Cam Stevens

**Source:** Health & Safety Conversations Season 3; Safety & Technology Consultant; Human Factors Specialist

**Topics:**

- New view of safety
- Safety culture
- Safety differently
- Change management
- Safety leadership

**Q154**

*"We romanticise FIFO. You go in, you get to fly to work every two weeks, the pay is considerably better. But you don't realise what it is going to be like for your family — they experience fly-in fly-out very differently to how you experience it."*

**Speaker:** Francisco Valenzuela

**Source:** Health & Safety Conversations Season 3; Health & Safety Advisor; Oil Sands Canada; FIFO Specialist

**Topics:**

- FIFO
- Psychosocial risk
- Worker wellbeing
- Mental health
- Family impact

**Q155**

*"COVID was very hard on our people. I saw that resilience just start wearing away over the course of the pandemic. Isolated at work. Isolated at camp. Isolated from family."*

**Speaker:** Francisco Valenzuela

**Source:** Health & Safety Conversations Season 3; Health & Safety Advisor; Oil Sands Canada

**Topics:**

- FIFO
- Mental health
- Psychosocial risk
- COVID-19
- Isolation
- Worker wellbeing

**Q156**

*"A concussion is a brain injury. Not just a knock to the head, but a mild brain injury. And mild brain injury and concussion are used interchangeably — but what we see are the results of a functional disturbance of the brain."*

**Speaker:** Prof Alan Pearce

**Source:** Health & Safety Conversations Concussion Special; Professor of Neuroscience, La Trobe University; Director, Concussion Legacy Foundation

**Topics:**

- Concussion
- Brain injury
- Occupational health
- Sport safety
- CTE

**Q157**

*"The risk of CTE is basically on exposure. The longer you play these contact sports, the risk increases — and the risk curve is almost identical to smoking and the risk of cancers."*

**Speaker:** Prof Alan Pearce

**Source:** Health & Safety Conversations Concussion Special;  
Professor of Neuroscience, La Trobe University

**Topics:**

- Concussion
- CTE
- Brain injury
- Occupational health
- Sport safety
- Exposure risk

**Q158**

*"CTE is preventable. That is what I am passionate about — preventable dementia. We do not have any disease-modifying agents or reversibility for almost all types of dementia. But CTE? We can prevent it."*

**Speaker:** Dr Rowena Mobbs

**Source:** Health & Safety Conversations Concussion Special;  
Neurologist; Cognitive Neurologist; Dementia & CTE Specialist

**Topics:**

- CTE
- Concussion
- Occupational health
- Prevention vs reaction
- Brain injury
- Sport safety

**Q159**

*"I don't think banning kitchen benchtops is going to solve the problem of silicosis, because silica dust is in quarries, in mines, in construction. But I am all for banning engineered stone — that Caesar stone has 97 percent silica dust in it and people don't understand the severity of what they are doing."*

**Speaker:** Joanna McNeill

**Source:** Health & Safety Conversations — Joanna McNeill;  
Silicosis patient (contracted in quarry administration, not direct stone work)

**Topics:**

- Silicosis
- Dust diseases
- Occupational health
- Prevention
- Engineered stone

**Q160**

*"I was living in denial. And then all these things keep happening. And my kids — they want to sleep in mummy's bed every night because they are scared that mum is not going to wake up the next day. And that just breaks my heart — from a workplace injury, my kids have to feel like that."*

**Speaker:** Joanna McNeill

**Source:** Health & Safety Conversations — Joanna McNeill;  
Silicosis patient; Silicosis awareness advocate

**Topics:**

- Silicosis
- Human impact of safety
- Occupational health
- Psychological injury
- Workplace injury
- Dust diseases



**Q161**

*"The estimate at the present time is that there are 100,000 people who have been affected by silicosis who will probably end up with some form of fibrosis. And there are 10,000 people who might graduate to a cancer."*

**Speaker:** Peter Tighe

**Source:** Health & Safety Conversations — Peter Tighe; CEO, Asbestos Safety and Eradication Agency

**Topics:**

- Silicosis
- Occupational health
- Dust diseases
- Statistics
- Engineered stone

**Q162**

*"Silica can present within three or four years. There are examples of people who have worked four or five years and the prognosis is that they have a fibrosis which is going to eventually lead to their demise within four or five years. Just taking their kids for a walk along the beach has an impact on them."*

**Speaker:** Peter Tighe

**Source:** Health & Safety Conversations — Peter Tighe; CEO, Asbestos Safety and Eradication Agency

**Topics:**

- Silicosis
- Occupational health
- Dust diseases
- Human impact of safety
- Engineered stone

**Q163**

*"There is no safe level of exposure to silica dust. The changes do not go far enough. In order to keep workers safe, a total ban on engineered stone in Australia is needed."*

**Speaker:** Ross Sottile

**Source:** Health & Safety Conversations — Ross Sottile; Lawyer, Maurice Blackburn; Specialist in Silicosis, Mesothelioma & Occupational Disease Compensation

**Topics:**

- Silicosis
- Legislative compliance
- Safety regulation
- Engineered stone
- Dust diseases
- Occupational health

**Q164**

*"In many states and territories, a claim must be lodged and settled in a person's lifetime. For this reason, it is important to get legal advice as soon as possible. If someone dies from silicosis and leaves family members who are financially dependent on them, the family member may be able to access separate dependency entitlements in their own right."*

**Speaker:** Ross Sottile

**Source:** Health & Safety Conversations — Ross Sottile; Lawyer, Maurice Blackburn; Occupational Disease Compensation Specialist

**Topics:**

- Silicosis
- Workers compensation
- Occupational health
- Dust diseases
- Legal rights

**BATCH 5 — Q165-Q201 — PSYCHOSOCIAL RISK, WORK DESIGN, SAFETY BUREAUCRACY & INVESTIGATION**

Michelle Stephenson · Dr Peter Brace · Sandra Lam · Dr Drew Rae · Dr Sean Brady · Dr Lisette Kanse | Voices from the Edge — Work Without Harm Series

**Q165**

*"A workplace shouldn't be contributing to the development or worsening of anyone's mental health."*

**Speaker:** Michelle Stephenson

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; President, SIOPA*

**Topics:**

- Psychosocial risk
- Mental health
- Duty of care
- Workplace wellbeing
- Safety philosophy

**Q166**

*"To have that expectation is unfair of a lot of traditional health and safety professionals. The remit or expectation for that role doesn't quite fit within psychosocial risk management yet. And a lot of training is trying in that space but isn't quite there yet either — to adequately upskill and allow for that capability."*

**Speaker:** Michelle Stephenson

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; President, SIOPA*

**Topics:**

- Safety profession
- Psychosocial risk
- Capability gap
- Training
- Safety management

**Q167**

*"Not only are we looking at psychosocial hazards and risk factors in an organisation, but we also don't want to add psychosocial hazards in going about psychosocial risk management as well — whether that be clarity or additional work demands."*

**Speaker:** Michelle Stephenson

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; President, SIOPA*

**Topics:**

- Psychosocial risk
- Risk management
- Work demands
- Safety management
- Unintended consequences

**Q168**

*"It's the understanding of people at work in a lot of different contexts."*

**Speaker:** Michelle Stephenson

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; President, SIOPA (on organisational psychology)*

**Topics:**

- Organisational psychology
- Safety science
- Human factors
- Work as done

**Q169**

*“Organisational psychologists can do that, but there's a range of professionals that need to feed into this space — organisational development consultants, HR practitioners. It's not one profession alone.”*

**Speaker:** Michelle Stephenson

**Source:** *Voices from the Edge Podcast* (Bourne, 2025); Endorsed Organisational Psychologist; President, SIOPA

**Topics:**

- Psychosocial risk
- HR & safety collaboration
- Interdisciplinary practice
- Safety profession

**Q170**

*“Around half the level of psychological safety is down to the immediate supervisor of the team. But also within the team there are people who are more influential than others — people who are more outspoken, who have greater seniority, who are better networked. They will have a level of influence on the psychological safety of the team as well.”*

**Speaker:** Dr Peter Brace

**Source:** *Health & Safety Conversations Season 4* (Bourne, 2024); PhD; Psychological Safety Practitioner & Researcher

**Topics:**

- Psychological safety
- Supervision
- Leadership
- Team performance
- Safety culture

**Q171**

*“The impact of psychological safety is across all industries — mining, construction, law enforcement, military teams. One of the most striking examples is in healthcare teams. If all members of the team feel safe to point out when something is going wrong or a mistake has been made, you can imagine the effect on the well-being of the patient.”*

**Speaker:** Dr Peter Brace

**Source:** *Health & Safety Conversations Season 4* (Bourne, 2024); PhD; Psychological Safety Practitioner & Researcher

**Topics:**

- Psychological safety
- Healthcare safety
- Safety culture
- Leadership
- Team performance

**Q172**

*“Tell everybody that this is what you're looking at. At a town hall meeting, let people know: this is psychological safety, this is what it means, this is why it's important, we're starting to explore how we might improve it. Be open, be transparent — you can even be vulnerable and say this is new for us. If you have any ideas or concerns, let us know. You're modelling psychological safety right there.”*

**Speaker:** Dr Peter Brace

**Source:** *Health & Safety Conversations Season 4* (Bourne, 2024); PhD; Psychological Safety Practitioner & Researcher

**Topics:**

- Psychological safety
- Leadership
- Vulnerability in leadership
- Safety culture

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• Safety communication</li> </ul>                                                                                                                            |
| <b>Q173</b><br><i>"If you're going to try something, put some constraints around the idea. Try it for a week, try it with one small part of the team, try it until a certain amount of money is spent — and then look at the results. Built into that, you've already got a decision to stop if things are not going well. That makes it a lot easier to try and be innovative — which is one of the great benefits of psychological safety in a team."</i>                                             |                                                                                                                                                                                                     |
| <b>Speaker:</b> Dr Peter Brace<br><b>Source:</b> Health & Safety Conversations Season 4 (Bourne, 2024); PhD; Psychological Safety Practitioner & Researcher                                                                                                                                                                                                                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Psychological safety</li> <li>• Innovation</li> <li>• Safety culture</li> <li>• Leadership</li> <li>• Continuous improvement</li> </ul>     |
| <b>Q174</b><br><i>"Role clarity when we do risk assessments is not about job descriptions or lack thereof — it's about not understanding the expectations in terms of priorities. We're all so busy all the time. People struggle with working out which ones to do first, or whether we actually need to do all of them."</i>                                                                                                                                                                          |                                                                                                                                                                                                     |
| <b>Speaker:</b> Sandra Lam<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; Managing Director, FIFO Focus and Permentis                                                                                                                                                                                                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Psychosocial risk</li> <li>• Role clarity</li> <li>• Work demands</li> <li>• Risk assessment</li> <li>• Invisible hazards</li> </ul>        |
| <b>Q175</b><br><i>"Are we spending too much time on whether it fits into a risk matrix and making the documentation look great to the detriment of actually doing the work to make things better? Yes. We spend way more time getting the things done on paper than actually fixing the work."</i>                                                                                                                                                                                                      |                                                                                                                                                                                                     |
| <b>Speaker:</b> Sandra Lam<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; Managing Director, FIFO Focus and Permentis                                                                                                                                                                                                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Safety bureaucracy</li> <li>• Paper compliance</li> <li>• Psychosocial risk</li> <li>• Safety management</li> <li>• Work as done</li> </ul> |
| <b>Q176</b><br><i>"It's against human nature to be away from your family for that long period of time without a really stronger community purpose. People will say the military goes away for long periods of time, but their purpose is to protect and to serve. FIFO doesn't have that hat to hang on. They're going to struggle with the isolation. They're living in close quarters with people they may not necessarily like or get along with and would never catch up with outside of work."</i> |                                                                                                                                                                                                     |
| <b>Speaker:</b> Sandra Lam                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Topics:</b>                                                                                                                                                                                      |

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; Managing Director, FIFO Focus and Permentis*

- FIFO
- Psychosocial risk
- Isolation
- Worker wellbeing
- Mental health

#### Q177

*"I have never ever seen any scientific study that says operating on four hours sleep, even for one shift, is an acceptable practice. People forget it's not just how many hours of sleep you get, but how long you've been awake. You've been awake since three, and then you work until six — that's essentially acting as if you have a blood alcohol content of 0.1. And you've started like that into your swing."*

**Speaker:** Sandra Lam

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; Managing Director, FIFO Focus and Permentis*

#### Topics:

- Fatigue
- Psychosocial risk
- FIFO
- Worker wellbeing
- Risk management
- Statistics

#### Q178

*"Controls for psychosocial risk has a lot to do with the design of work, which is essentially the bread and butter of what an organisational psychologist gets trained to do."*

**Speaker:** Sandra Lam

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; Managing Director, FIFO Focus and Permentis*

#### Topics:

- Psychosocial risk
- Work design
- Risk management
- Organisational psychology
- Primary controls

#### Q179

*"There's a big gap in a lot of things that government funds — it goes to the bigger entities with more resources. But there's also a lot of complexity with small organisations that also need to meet the work health and safety legislation. And I don't think we're giving enough support into those areas."*

**Speaker:** Sandra Lam

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Endorsed Organisational Psychologist; Managing Director, FIFO Focus and Permentis*

#### Topics:

- Safety regulation
- Legislative compliance
- Small business
- Psychosocial risk
- Regulatory equity

#### Q180

*"There are industries where supervisors spend half their day in the office preparing the safety work for the next day of work. And that's not an exaggeration. And that's half a day that they're not actually supervising. So we're directly taking away something that we know matters for safety and replacing it with something that we're very*

sure doesn't matter for safety."

**Speaker:** Dr Drew Rae

**Source:** *Voices from the Edge Podcast* (Bourne, 2024); Associate Professor, Safety Science Innovation Lab, Griffith University; Co-host, *Safety of Work Podcast*

**Topics:**

- Safety bureaucracy
- Supervision
- Safety management
- Safety clutter
- Work as done

#### Q181

*"It's not literally because these are going to be legal documents, but it is that sense of we do need to protect ourselves against criticism, against feeling like we're doing the wrong thing, about feeling we haven't done enough or that we don't care. It is protection, just not literally legal protection."*

**Speaker:** Dr Drew Rae

**Source:** *Voices from the Edge Podcast* (Bourne, 2024); Associate Professor, Safety Science Innovation Lab, Griffith University

**Topics:**

- Safety bureaucracy
- Safety management
- Compliance vs culture
- Safety purpose
- Paper compliance

#### Q182

*"We document more than we actually do. People documented controls that weren't there and didn't document controls that were there. So the paperwork wasn't just missing stuff — literally there were good things being done that weren't documented. If you try to use it as positive evidence, it will get ripped apart because people will prove it's not the truth."*

**Speaker:** Dr Drew Rae

**Source:** *Voices from the Edge Podcast* (Bourne, 2024); Associate Professor, Safety Science Innovation Lab, Griffith University

**Topics:**

- Safety bureaucracy
- Paper compliance
- Work as done
- Work as imagined
- Safety management

#### Q183

*"I quickly discovered that that was not actually the job of a safety person — to tell people whether it was safe or not. The job of a safety person was to tell them everything was fine. And yeah, that bugged me and has bugged me pretty much for the last 30 years."*

**Speaker:** Dr Drew Rae

**Source:** *Voices from the Edge Podcast* (Bourne, 2024); Associate Professor, Safety Science Innovation Lab, Griffith University

**Topics:**

- Safety profession
- Safety purpose
- False assurance
- Safety culture
- Safety leadership

#### Q184

*“Every safety activity has a dual purpose. It exists both to reduce the objective risk — to reduce the likelihood and severity of accidents — and to reduce the subjective uncertainty, to make people feel more confident, to make them feel better that things are under control. Our default for any safety activity, based on the accumulated evidence so far, should be that the reducing uncertainty portion is almost 100%.”*

**Speaker:** Dr Drew Rae

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Associate Professor, Safety Science Innovation Lab, Griffith University*

**Topics:**

- Safety management
- Evidence-based safety
- Safety purpose
- Risk management
- Safety differently

#### Q185

*“Safety culture came into being not as a well-informed academic theory — they used this term 'culture' and academics have been trying to backfill ever since. It was only ever intended as a placeholder. There's definitely something real there. But it's not a well-defined concept. It's just a grab-all.”*

**Speaker:** Dr Drew Rae

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Associate Professor, Safety Science Innovation Lab, Griffith University*

**Topics:**

- Safety culture
- Safety science
- Safety philosophy
- Safety differently

#### Q186

*“Psychological safety is real and important and matters. Power distance is real and important and matters. Communication within an organisation is real and important. All those things matter. We don't add to our understanding by lumping all of those things together and calling them culture.”*

**Speaker:** Dr Drew Rae

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Associate Professor, Safety Science Innovation Lab, Griffith University*

**Topics:**

- Safety culture
- Psychological safety
- Safety science
- Safety philosophy
- Communication

#### Q187

*“The reason why we knock structures down is the same reason why we kill patients in operating theatres and businesses go bust and all those sorts of issues — because people are the same, the organisations are largely the same as well. So we should expect the causes of these failures to be similar.”*

**Speaker:** Dr Sean Brady

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review into Queensland Mining Fatalities (2020)*

**Topics:**

- Organisational failure
- Systems thinking
- Safety science
- Learning from failure
- Root cause analysis

**Q188**

*"People die when controls that the organisation believed were in place were ineffective. That's the key thing. Investigations should tell us where our controls are ineffective, because then we get the opportunity to do something about that before anything bad happens."*

**Speaker:** Dr Sean Brady

**Source:** Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review

**Topics:**

- Control effectiveness
- Incident investigation
- Safety management
- Fatalities
- Risk management

**Q189**

*"There's a big difference between a control being in place and a control being effective. You can be compliant, but that doesn't necessarily mean that it's effective."*

**Speaker:** Dr Sean Brady

**Source:** Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review

**Topics:**

- Compliance vs effectiveness
- Safety management
- Safety regulation
- Risk management
- Legislative compliance

**Q190**

*"The things that kill you are not the same as the things that hurt you. The controls that prevent you dying are not the same controls that prevent the minor injuries. So if we're only investigating the stuff around the minor injuries, you're not actually getting information on the controls that will prevent someone from dying in your organisation."*

**Speaker:** Dr Sean Brady

**Source:** Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review

**Topics:**

- Incident investigation
- Fatalities
- Safety statistics
- Risk management
- Safety management

**Q191**

*"Bad news naturally doesn't flow upwards inside organisations. You have to embed the practices to make sure that information flows up to them."*

**Speaker:** Dr Sean Brady

**Source:** Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review

**Topics:**

- Safety culture
- Leadership
- Communication
- Organisational failure
- Safety leadership



**Q192**

*"If you're ever getting a report that says the worker isn't following the procedure and the investigation ends there, that's a terrible investigation. Human error should be the starting point of the investigation, not the end point."*

**Speaker:** Dr Sean Brady

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review*

**Topics:**

- Incident investigation
- Human error
- Root cause analysis
- Just culture
- Systems thinking

**Q193**

*"Executive and board levels, with some exceptions, still genuinely believe you can prevent fatalities by having a system and making people comply with it."*

**Speaker:** Dr Sean Brady

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review*

**Topics:**

- Leadership accountability
- Safety governance
- Fatalities
- Safety management
- Due diligence

**Q194**

*"Chronic unease is an organisational level concept — it's a system concept. It's a healthy scepticism about how well things are working, and particularly when things are going well. Higher reliability organisations are constantly looking for where their system's not working as well as they think it is. They're actually looking for that."*

**Speaker:** Dr Sean Brady

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review*

**Topics:**

- High reliability organisations
- Safety culture
- Leadership
- Systems thinking
- Continuous improvement

**Q195**

*"As long as the expert says everything is okay, even though other people are concerned, they will always get silenced. Because if it's good enough for that person, it must be good enough for everyone else too. You can summarise this all down to: how do you make warning signs vivid and allow a rational discussion about them?"*

**Speaker:** Dr Sean Brady

**Source:** *Voices from the Edge Podcast (Bourne, 2024); Forensic Engineer; Author, Brady Review*

**Topics:**

- Psychological safety
- Groupthink
- Safety culture
- Leadership
- Communication

**Q196**

*"The off-the-shelf solution is not necessarily the best solution for that particular organisation. You need to allow your researcher time to actually collect more evidence about what is this workplace like, what is the context like, and how does that inform what might be the best approach to psychosocial hazard management in this place."*

**Speaker:** Dr Lisette Kanse

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Senior Lecturer, Psychological Science, UWA; Course Coordinator, Master of Business Psychology*

**Topics:**

- Psychosocial risk
- Evidence-based safety
- Safety management
- Context-sensitive practice
- Organisational change

**Q197**

*"There are managers who believe that this is something that is easy to change — that there is a silver bullet. But it's a long, long process. People need to be seen walking the talk, not talking the talk. It is incredibly easy to encounter setbacks. And then you start hurrying back probably even further than you were before the setback happened."*

**Speaker:** Dr Lisette Kanse

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Senior Lecturer, Psychological Science, UWA*

**Topics:**

- Safety culture
- Change management
- Leadership
- Safety differently
- Continuous improvement

**Q198**

*"Saying we're going to improve safety culture without any further thought is just a throwaway line. It's ending an investigation with no improvement. It's a destination without a roadmap."*

**Speaker:** Dr Lisette Kanse

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Senior Lecturer, Psychological Science, UWA*

**Topics:**

- Safety culture
- Incident investigation
- Safety management
- Safety differently
- Leadership accountability

**Q199**

*"If there was a human error, that's the starting point of the investigation, not the end point. What does that actually look like in this particular work setting? And what factors contributed to that culture being prevalent? And can we start tapping into those?"*

**Speaker:** Dr Lisette Kanse

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Senior Lecturer, Psychological Science, UWA*

**Topics:**

- Human error
- Incident investigation
- Root cause analysis
- Safety culture
- Systems thinking

**Q200**

*“There are solutions that time and time again have shown their effectiveness. These solutions still, in my view, benefit from tailoring to where you want to implement them and when you want to implement them — because there's still the people, the group of workers you're working with in that context.”*

**Speaker:** Dr Lisette Kanse

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Senior Lecturer, Psychological Science, UWA*

**Topics:**

- Evidence-based safety
- Psychosocial risk
- Safety management
- Context-sensitive practice
- Continuous improvement

**Q201**

*“The biggest risk is that you end up implementing something that's not effective in achieving the targeted outcome — and in a financial sense, not cost effective. With generative AI, it's incredibly easy to ask for a solution and implement that without identifying how credible the source is. There are risks involved in that.”*

**Speaker:** Dr Lisette Kanse

**Source:** *Voices from the Edge Podcast (Bourne, 2025); Senior Lecturer, Psychological Science, UWA*

**Topics:**

- Evidence-based safety
- Safety management
- AI and safety
- Risk management
- Technology

## **BATCH 6 — Q202-Q218 — MULTICULTURAL SAFETY, SCAPEGOATING & REGULATORY PRACTICE**

*Dr Alexander Paselk · Nathalie Martinek · Sally North | Voices from the Edge*

## **BATCH 7 — Q219-Q244 — REGULATION, CRISIS NEGOTIATION, WORKPLACE BEHAVIOURS, SCAPEGOATING & MULTICULTURAL SAFETY**

*Sarah Thomas · Lance Burdett · Daryl Johnson · Nathalie Martinek · Philip Lako | Voices from the Edge*

**Q202**

*“Safety is less about avoiding failure and more about designing for trust. It's not a checklist — it's a relationship between people and systems, always in motion.”*

**Speaker:** Dr Alexander Paselk

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD OHS; CSP; Environmental Engineer & Safety Leader; Kuwait; Doctoral Mentor, Capital Technology University*

**Topics:**

- Safety philosophy
- Trust
- Human factors
- Safety culture
- Safety differently

**Q203**

*“You cannot say my way or no way. The system has to be adapted to the humans you have. When I know who I'm speaking to, I adjust to it. You have to try to understand how people think, why they did this. You have to be*

*flexible when you work with multicultural employees — this is not working anymore.”*

**Speaker:** Dr Alexander Paselk

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD OHS; CSP; Safety Leader, Kuwait/Middle East*

**Topics:**

- Safety culture
- Multicultural workforce
- Safety communication
- Leadership
- Human factors

**Q204**

*“When a driller says to his floorman, do this — and the floorman knows this is not safe, this is not as per the procedure — he would not say this. That is the impact of power distance on safety. The worker will not speak up against the person in authority.”*

**Speaker:** Dr Alexander Paselk

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD OHS; Research: Cultural Dimensions and Safety Climate in Multinational Workforces*

**Topics:**

- Power distance
- Psychological safety
- Fear of speaking up
- Multicultural workforce
- Safety culture

**Q205**

*“When somebody makes a mistake, they will try to hide it because they don't want to put their group in problems. But in safety, when I don't know there's a problem, I cannot take action to improve it. And maybe next time a drill pipe that weighs 800 pounds falls down — because nobody told me.”*

**Speaker:** Dr Alexander Paselk

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD OHS; Research: Cultural Dimensions and Safety Climate in Multinational Workforces*

**Topics:**

- Collectivism
- Incident reporting
- Psychological safety
- Multicultural workforce
- Near miss reporting

**Q206**

*“I say: who has family, raise your arm — whose parents are still alive, raise your arm — and almost everybody has their arm up. I say: you see, all these people are depending on you to come back. Safety is not just for you. Safety is also for them.”*

**Speaker:** Dr Alexander Paselk

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD OHS; Safety Leader, Kuwait*

**Topics:**

- Safety communication
- Human impact of safety
- Safety conversations
- Frontline safety
- Safety purpose

**Q207**

*“I walk the line and what I say, I do also with myself. When the senior supervisor goes to the rig floor without a*

*helmet, without goggles — why should a floorman wear it? You can't expect these guys to wear it if the senior isn't."*

**Speaker:** Dr Alexander Paselk

**Source:** *Voices from the Edge Podcast* (Bourne, 2025); PhD OHS; Safety Leader, Kuwait

**Topics:**

- Safety leadership
- Safety by example
- Supervision
- PPE
- Safety culture

**Q208**

*"It's not just one person targeting another person. It's a system turning on one person. And it does it progressively, increasing the number of people who turn against the target to exile them from the system."*

**Speaker:** Nathalie Martinek

**Source:** *Voices from the Edge Podcast* (Bourne, 2025); PhD; Coach & Consultant; Author, *"The Scapegoating Playbook at Work"*; Expert in Relational Leadership & Workplace Dysfunction

**Topics:**

- Workplace bullying
- Psychosocial risk
- Scapegoating
- Organisational failure
- Safety culture

**Q209**

*"It is driven unconsciously by emotions such as shame, envy, and contempt — packaging insecurity and inadequacy. None of us are immune to these emotions. Our response to them determines whether we blame somebody for how we feel, or take responsibility and work to resolve things."*

**Speaker:** Nathalie Martinek

**Source:** *Voices from the Edge Podcast* (Bourne, 2025); PhD; Coach & Consultant; Expert in Scapegoating & Relational Leadership

**Topics:**

- Workplace bullying
- Psychosocial risk
- Scapegoating
- Organisational failure
- Psychological safety

**Q210**

*"The tendency to scapegoat highly competent targets actually takes the talent out of the pool. And if they've been carrying a lot of the load, the rest of the team feel it when that person is gone. Things are never quite the same. But nobody talks about it."*

**Speaker:** Nathalie Martinek

**Source:** *Voices from the Edge Podcast* (Bourne, 2025); PhD; Coach & Consultant; Expert in Scapegoating & Relational Leadership

**Topics:**

- Scapegoating
- Psychosocial risk
- Workplace bullying
- Organisational failure
- Worker wellbeing

**Q211**

*"One moment they're praised, the next they're devalued and starting to be shunned. People are treating them*

*differently. So they feel like they've done something wrong — they own the blame and shame that's actually being cast onto them. It's very isolating.”*

**Speaker:** Nathalie Martinek

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD; Coach & Consultant; Expert in Scapegoating & Relational Leadership*

**Topics:**

- Scapegoating
- Psychosocial risk
- Psychological injury
- Mental health
- Workplace bullying

**Q212**

*“Once you're in the scapegoating process, there are no brakes. The only way it can be stopped is if there is another layer of protection above that sees through it and has the authority to stop it. But it's rare.”*

**Speaker:** Nathalie Martinek

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD; Coach & Consultant; Expert in Scapegoating & Relational Leadership*

**Topics:**

- Scapegoating
- Psychosocial risk
- Safety culture
- Leadership accountability
- Workplace bullying

**Q213**

*“You can have reasonable people act one way in an environment and act totally differently in another — and the difference is lower or higher trust in either of those contexts.”*

**Speaker:** Nathalie Martinek

**Source:** *Voices from the Edge Podcast (Bourne, 2025); PhD; Coach & Consultant; Expert in Scapegoating & Relational Leadership*

**Topics:**

- Trust
- Psychological safety
- Safety culture
- Organisational change
- Workplace bullying

**Q214**

*“I don't think younger people respond to command-and-control leadership, and I don't think it has much of a future. All workplaces are going to need to employ different demographics as they move on. I just don't think it's going to be successful long term.”*

**Speaker:** Sally North

**Source:** *Voices from the Edge Podcast (Bourne, 2025); WorkSafe Commissioner, Western Australia; 20+ years WHS regulatory experience*

**Topics:**

- Leadership
- Safety culture
- Consultation
- Supervision
- Frontline safety

**Q215**

*“If you think you have something in place, or you think you've identified hazards, or you think you're compliant — having consultation will help you come to grips with the reality of whether that's true or not. And if you're failing*

*to do that and it turns out it isn't true, you've got a risk management failure."*

**Speaker:** Sally North

**Source:** *Voices from the Edge Podcast (Bourne, 2025); WorkSafe Commissioner, Western Australia*

**Topics:**

- Consultation
- Risk management
- Legislative compliance
- Safety management
- Worker engagement

**Q216**

*"A lot of the serious harm happens in the smaller businesses. If we could get to the level where they not only understand what the critical risk is, but these are the controls I expect to have in place, and these are the measures I use to check that it's working — that would be great."*

**Speaker:** Sally North

**Source:** *Voices from the Edge Podcast (Bourne, 2025); WorkSafe Commissioner, Western Australia*

**Topics:**

- Small business
- Risk management
- Safety management
- Frontline safety
- Legislative compliance

**Q217**

*"If we're not proactive around those kinds of long latency hazards, we will not get on top of those rates of mesothelioma."*

**Speaker:** Sally North

**Source:** *Voices from the Edge Podcast (Bourne, 2025); WorkSafe Commissioner, Western Australia*

**Topics:**

- Occupational health
- Asbestos
- Respiratory hazards
- Prevention vs reaction
- Legislative compliance

**Q218**

*"For psychosocial — I think people have come to grips with the language to some extent, and to some extent identifying hazards and risks. But around what are the most effective controls in their context, there's a lot of further work and understanding to go. Moving away from individualised mental health — that would be really positive."*

**Speaker:** Sally North

**Source:** *Voices from the Edge Podcast (Bourne, 2025); WorkSafe Commissioner, Western Australia*

**Topics:**

- Psychosocial risk
- Safety management
- Legislative compliance
- Mental health
- Primary controls

**Q219**

*"We are five times more likely to die in a New Zealand workplace than in the United Kingdom, and twice as likely*

*to die compared to Australia. As far as being a developed country, our health and safety numbers — it's just not good. It's not positive."*

**Speaker:** Sarah Thomas

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Health & Safety Specialist, NZ; NZISM Professional Member; ANZ Coaching Alliance Accredited Trainer*

**Topics:**

- Workplace fatalities
- Comparative safety performance
- WorkSafe NZ
- Regulatory failure
- Critical risk

**Q220**

*"So much of our safety legislation is written in blood — yet it takes 10 or 20 years and we've forgotten about it. Aberfan, Piper Alpha, Pike River — exactly the same things. Fragmented safety, under-resourced, no goal setting and communication. We just keep relearning it."*

**Speaker:** Sarah Thomas

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Health & Safety Specialist, NZ; NZISM Professional Member*

**Topics:**

- Disasters
- Organisational learning
- Memory of disasters
- Aberfan
- Piper Alpha
- Pike River

**Q221**

*"I have followed a lot of the fatalities, and a lot of the businesses that have had fatalities over the last few years have all been Site Safe Gold. We don't have meaningful certifications that give you any real assurance — yet they keep handing the stickers out."*

**Speaker:** Sarah Thomas

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Health & Safety Specialist, NZ*

**Topics:**

- Audit theatre
- Certification
- Compliance vs culture
- Prequalification
- Safety theatre

**Q222**

*"Where this fell over is they didn't verify that what they were doing on the day shift was actually happening on the night shift. They had won awards for the day shift. The night shift was the Wild West. That gap between work-as-imagined and work-as-done is where people die."*

**Speaker:** Sarah Thomas

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Health & Safety Specialist, NZ; commenting on the Ports of Auckland prosecution*

**Topics:**

- Verification
- Day vs night shift
- Ports of Auckland
- Leadership oversight
- Work as done
- Work as imagined



**Q223**

*"What I focus on is my span of control. I have this really cool portfolio of clients I love working with. We have a laugh, we do learnings, we work well. If I kept looking at what's happening with the Ministry and WorkSafe — all well out of my span of control — yeah, it'd be head-wrecking."*

**Speaker:** Sarah Thomas

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Health & Safety Specialist, NZ*

**Topics:**

- Span of control
- Wellbeing of safety professionals
- Resilience
- Safety practitioner sustainability

**Q224**

*"The hardest thing for the regulator is they've just been through rolling restructuring over the last two years. There's a sense of survivor guilt — they're trying to do the best — and it's starting to look like PTSD to me."*

**Speaker:** Sarah Thomas

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Health & Safety Specialist, NZ*

**Topics:**

- Regulator wellbeing
- Restructuring
- Survivor guilt
- PTSD
- Workforce wellbeing

**Q225**

*"Successful negotiation comes down to three steps: what's going on, how did you get there, and let's get you out of the situation. There's nothing more than that. We spend too much time on the technicalities."*

**Speaker:** Lance Burdett

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Former NZ Police Detective Inspector; Lead Crisis Negotiator; FBI-qualified Negotiator*

**Topics:**

- Crisis negotiation
- De-escalation
- Communication
- Critical conversations

**Q226**

*"Good leaders help people help themselves. You set the direction and you get them to come up with a solution. One person cannot have the solution. To think that we can is — I'll be a bit naughty and say it — arrogance."*

**Speaker:** Lance Burdett

**Source:** *Voices from the Edge Podcast (Bourne, 2026); Former NZ Police Detective Inspector; Author, "Dark Side of the Brain"*

**Topics:**

- Leadership
- Worker engagement
- Empowerment
- Humility

**Q227**

*"The best leaders I've ever seen are the ones who hire appropriately — people with skills and knowledge — then say: 'What support do you need to do your job?' And then they get out of the way and let people do their bloody job."*

|                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Speaker:</b> Lance Burdett<br><b>Source:</b> <i>Voices from the Edge Podcast (Bourne, 2026); Former NZ Police Detective Inspector; Crisis &amp; Resilience Speaker</i>                                                                                                                                                         | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Leadership</li> <li>• Trust</li> <li>• Empowerment</li> <li>• Worker engagement</li> <li>• Support</li> </ul>                             |
| <b>Q228</b><br><i>"The brain compares where we are to where we've been — that's how it stays safe. When we got put in a situation where we had no reference point, the brain went into a hyper state. Four years later we're still in it, and we've ignored the consequences. Now we're seeing the repercussions everywhere."</i> |                                                                                                                                                                                                   |
| <b>Speaker:</b> Lance Burdett<br><b>Source:</b> <i>Voices from the Edge Podcast (Bourne, 2026); Former NZ Police Detective Inspector; Mental Health &amp; Resilience Author</i>                                                                                                                                                   | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Brain and safety</li> <li>• Anxiety</li> <li>• Post-pandemic mental health</li> <li>• Hypervigilance</li> <li>• Cognitive load</li> </ul> |
| <b>Q229</b><br><i>"Violence has increased 35 percent globally — only in places where lockdown was used. The brain is hypervigilant at the moment, and it doesn't take much to make people snap. Road rage, ram rage, stabbings — you've got it."</i>                                                                              |                                                                                                                                                                                                   |
| <b>Speaker:</b> Lance Burdett<br><b>Source:</b> <i>Voices from the Edge Podcast (Bourne, 2026); Former NZ Police Detective Inspector; Workplace Violence Specialist</i>                                                                                                                                                           | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Workplace violence</li> <li>• Aggression</li> <li>• Pandemic effects</li> <li>• Mental health</li> </ul>                                  |
| <b>Q230</b><br><i>"The brain has a negativity bias — it's looking for negative things. Whenever the amygdala sparks up, it puts a mark in your memory as a reference for the future. So if somebody's had three or four incidents in a short span, the brain focuses only on those. They can't see the positives."</i>            |                                                                                                                                                                                                   |
| <b>Speaker:</b> Lance Burdett<br><b>Source:</b> <i>Voices from the Edge Podcast (Bourne, 2026); Former NZ Police Detective Inspector; Mental Health Author</i>                                                                                                                                                                    | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Cognitive bias</li> <li>• Negativity bias</li> <li>• Brain and safety</li> <li>• Mental health</li> </ul>                                 |
| <b>Q231</b><br><i>"Maslow nailed it in the 1930s. Food, water, shelter, sleep — that base layer matters because once you get it right, you feel safe and secure, you connect with others, you build self-esteem, and then you can thrive. He nailed it. And we haven't changed."</i>                                              |                                                                                                                                                                                                   |
| <b>Speaker:</b> Lance Burdett<br><b>Source:</b> <i>Voices from the Edge Podcast (Bourne, 2026); Former NZ</i>                                                                                                                                                                                                                     | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Wellbeing</li> </ul>                                                                                                                      |

|                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Police Detective Inspector                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>• Maslow</li> <li>• Worker wellbeing</li> <li>• Mental health</li> </ul>                                                                                      |
| <b>Q232</b><br><i>"As I travel around industries, especially in Western Australia, workplace behaviours are one of the number one issues that businesses, CEOs and leaders are really grappling with. It always comes up — and unfortunately, mainly on the bad side. Below-the-line behaviours."</i>                           |                                                                                                                                                                                                      |
| <b>Speaker:</b> Daryl Johnson<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); RN; Owner, Mental Health Journey Australia; Postgraduate Mental Health Nursing & OHS                                                                                                                                               | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Workplace behaviours</li> <li>• Below-the-line behaviours</li> <li>• Workplace bullying</li> <li>• Leadership</li> </ul>                     |
| <b>Q233</b><br><i>"We do online inductions and they say 'we can't sexually harass.' But we don't actually break down what sexual harassment is. There are almost 31 behaviours that can constitute sexual harassment. If you don't define what those behaviours are, how are people going to know about the behaviour?"</i>     |                                                                                                                                                                                                      |
| <b>Speaker:</b> Daryl Johnson<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); RN; Mental Health Journey Australia; Workplace Behaviour Trainer                                                                                                                                                                   | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Sexual harassment</li> <li>• Education</li> <li>• Behavioural definitions</li> <li>• Respect at Work</li> <li>• Psychosocial risk</li> </ul> |
| <b>Q234</b><br><i>"Even though the behaviour might be really small, it still needs to be addressed. We could trace one workplace's serious bullying issues all the way back to people having an argument about who didn't clean the coffee cup. Something as minor as that can escalate into real serious team breakdowns."</i> |                                                                                                                                                                                                      |
| <b>Speaker:</b> Daryl Johnson<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); Owner, Mental Health Journey Australia                                                                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Workplace bullying</li> <li>• Below-the-line behaviours</li> <li>• Early intervention</li> <li>• Leadership</li> <li>• Escalation</li> </ul> |
| <b>Q235</b><br><i>"PCBUs talk about leadership, they talk about having good leaders — but they don't really support their leaders. Empathy, de-escalation, having difficult conversations: these are skills that aren't invested in, yet they're a requirement under the law to provide appropriate leadership."</i>            |                                                                                                                                                                                                      |
| <b>Speaker:</b> Daryl Johnson<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); Owner, Mental Health Journey Australia                                                                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Frontline leadership</li> <li>• Capability gap</li> </ul>                                                                                    |

|                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Investment in capability</li> <li>• Empathy</li> <li>• Leadership development</li> </ul>                                                                            |
| <b>Q236</b><br><i>"You're taken from the tools because you're really good at that job, and placed into a position of leadership. The most difficult point is right there — when you go from a mate to a manager. How much do we invest in people at that critical point? Because that's where you'll succeed or fail, become a micromanager or a good leader."</i>                           |                                                                                                                                                                                                              |
| <b>Speaker:</b> Daryl Johnson<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); Owner, Mental Health Journey Australia                                                                                                                                                                                                                                                          | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Frontline leadership</li> <li>• Promotion</li> <li>• Leadership development</li> <li>• Capability gap</li> <li>• Investment in capability</li> </ul> |
| <b>Q237</b><br><i>"Your CEO can talk till the cows come home about what they want within the business. But unless your frontline managers — the ones who actually lead the teams — believe it, understand it, and know how to implement it, there are no changes. They are the real change-makers."</i>                                                                                      |                                                                                                                                                                                                              |
| <b>Speaker:</b> Daryl Johnson<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); Owner, Mental Health Journey Australia                                                                                                                                                                                                                                                          | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Frontline leadership</li> <li>• Culture change</li> <li>• Change management</li> <li>• Leadership</li> </ul>                                         |
| <b>Q238</b><br><i>"If somebody comes in and says 'this is not working — there are risks, we need to create change,' a lot of people don't see it as an issue because they're happy with the way things are. So you start to be seen as the problem. To get rid of the disruptor and protect the status quo, the system fabricates a whole performance narrative that simply isn't true."</i> |                                                                                                                                                                                                              |
| <b>Speaker:</b> Nathalie Martinek<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); PhD; Coach & Consultant; Author, "The Scapegoating Playbook at Work"; Expert in Relational Leadership                                                                                                                                                                                       | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Scapegoating</li> <li>• Innovation</li> <li>• Resistance to change</li> <li>• Performance management</li> <li>• Status quo</li> </ul>                |
| <b>Q239</b><br><i>"It's the insecurity of people with a level of authority that initiates the scapegoating process — against somebody they feel threatened by, or inferior to, or inadequate relative to. It's an immature reaction to feeling insecure. That's the absurdity of the whole thing."</i>                                                                                       |                                                                                                                                                                                                              |
| <b>Speaker:</b> Nathalie Martinek<br><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); PhD; Coach                                                                                                                                                                                                                                                                                  | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Scapegoating</li> </ul>                                                                                                                              |

|                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| & Consultant; Author, "The Scapegoating Playbook at Work"                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• Leadership immaturity</li> <li>• Psychosocial risk</li> <li>• Insecurity</li> <li>• Workplace bullying</li> </ul>                               |
| <p><b>Q240</b></p> <p><i>"It's the lack of people standing up collectively and pushing back against these narratives that allows the scapegoating process to unfold. If more people stood up, that one person at the top has less power. The silence is what feeds it."</i></p>                                            |                                                                                                                                                                                          |
| <p><b>Speaker:</b> Nathalie Martinek</p> <p><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); PhD; Coach &amp; Consultant; Author, "The Scapegoating Playbook at Work"</p>                                                                                                                                       | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Scapegoating</li> <li>• Voice</li> <li>• Silence</li> <li>• Collective courage</li> <li>• Psychological safety</li> </ul> |
| <p><b>Q241</b></p> <p><i>"Hatred is a sign of defeat. If you're hating somebody without ever having engaged in a meaningful conversation about what's actually driving you to dislike that person — for me, those people haven't grown. In fact, they're still growing."</i></p>                                           |                                                                                                                                                                                          |
| <p><b>Speaker:</b> Philip Lako</p> <p><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); Senior Safety Advisor (mining); Author, "The Ten-Year-Old Man"; Former child soldier; Refugee-background safety leader</p>                                                                                               | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Multicultural safety</li> <li>• Inclusion</li> <li>• Hatred</li> <li>• Empathy</li> <li>• Human dignity</li> </ul>        |
| <p><b>Q242</b></p> <p><i>"We're all one people — we just have different stories. We just need to take the moment to understand what's driving someone, because these people would have grown up; they were young children at some stage. They're feeding from the wrong source of information."</i></p>                    |                                                                                                                                                                                          |
| <p><b>Speaker:</b> Philip Lako</p> <p><b>Source:</b> Voices from the Edge Podcast (Bourne, 2026); Senior Safety Advisor (mining); Author, "The Ten-Year-Old Man"</p>                                                                                                                                                       | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Multicultural safety</li> <li>• Inclusion</li> <li>• Empathy</li> <li>• Understanding</li> <li>• Human dignity</li> </ul> |
| <p><b>Q243</b></p> <p><i>"Going to the toilet was controlled. You could go once a day, and seventy-two of us would line up. Sometime around three o'clock, you'd find a rock and put it on the line to wait your turn. That was life, really. It got to a point where I deprived myself of sleep just to survive."</i></p> |                                                                                                                                                                                          |
| <p><b>Speaker:</b> Philip Lako</p>                                                                                                                                                                                                                                                                                         | <p><b>Topics:</b></p>                                                                                                                                                                    |

**Source:** *Voices from the Edge Podcast* (Bourne, 2026); Senior Safety Advisor (mining); Author, "The Ten-Year-Old Man"

- Survivor stories
- Trauma
- Resilience
- Child soldiers
- Human rights

#### Q244

*"Becoming a refugee is not a choice. People don't wake up in the morning and say: 'I want to become a refugee.' Most who came here just want to give back to the country that has given them the opportunity. That's why so many of us work in aged care, disability, mining — making tangible changes in people's lives."*

**Speaker:** Philip Lako

**Source:** *Voices from the Edge Podcast* (Bourne, 2026); Senior Safety Advisor (mining); Refugee-background safety leader

#### Topics:

- Multicultural safety
- Inclusion
- Refugees
- Workforce diversity
- Workforce capability

## BATCH 8 — Q245-Q263 — GENDER-BASED VIOLENCE, COERCIVE CONTROL & NARCISSISTIC ABUSE

Cathy Oodie · Tori Cooke · Nova Gibson | *Voices from the Edge*

#### Q245

*"Femicide is defined as intentional killing with a gender-related motivation. It is different from homicide where the motivation may not be gender-related. Femicide is driven by discrimination against women and girls, unequal power relations, gender stereotypes or harmful social norms. It is the most extreme and brutal manifestation of violence against women and girls, which occurs on a continuum of multiple and related forms of violence."*

**Speaker:** Cathy Oodie

**Source:** *Voices from the Edge — Lived experience advocate; victim survivor; community member, Victoria's Adult Parole Board; specialist family violence practitioner*

#### Topics:

- Femicide
- Gender-based violence
- Definitions & terminology
- Continuum of violence
- Power & control

#### Q246

*"There's a family violence incident that's being reported to police here in Australia every 10 minutes. It's just, it's shocking. ... Last year recorded the highest number of femicides perpetrated by intimate partners or family members, indicating that the world is failing to stop deaths that could be prevented through early intervention, gender-responsive policing and justice and access to survivor-centred support and protection."*

**Speaker:** Cathy Oodie

**Source:** *Voices from the Edge — Lived experience advocate; victim survivor; community member, Victoria's Adult Parole Board; specialist family violence practitioner*

#### Topics:

- Family violence statistics
- Scale of harm
- Preventable deaths
- Early intervention
- Justice system response

**Q247**

*"When we're looking at the numbers of those whose lives have been taken, that's just the tip of a very massive iceberg of people impacted by these issues, because we can't forget all of those who are not actually murdered and are living and surviving this on a day-to-day basis. ... It's always going to be the tip of the iceberg because there's so much that happens behind the scenes that people might never feel comfortable to actually come forward, or it might take them many years."*

**Speaker:** Cathy Oodie

**Source:** Voices from the Edge — Lived experience advocate; victim survivor; community member, Victoria's Adult Parole Board; specialist family violence practitioner

**Topics:**

- Underreporting
- Hidden harm
- Iceberg metaphor
- Disclosure barriers
- Survivor experience

**Q248**

*"Coercive control is a persistent pattern of controlling, coercive and threatening behaviour, including all or some forms of domestic abuse by a partner, ex-partner or a family member. It traps victims in a relationship and makes it impossible or dangerous to leave."*

**Speaker:** Cathy Oodie

**Source:** Voices from the Edge — Lived experience advocate; victim survivor; community member, Victoria's Adult Parole Board; specialist family violence practitioner

**Topics:**

- Coercive control
- Definitions & terminology
- Pattern of behaviour
- Entrapment
- Power & control

**Q249**

*"When you're in a situation where you can be an active bystander and you're seeing someone being talked to disrespectfully, you do actually call that out. Because that person who is being disrespected, it might not be safe for them to actually be the person to challenge the other individual."*

**Speaker:** Cathy Oodie

**Source:** Voices from the Edge — Lived experience advocate; victim survivor; community member, Victoria's Adult Parole Board; specialist family violence practitioner

**Topics:**

- Active bystander
- Bystander intervention
- Speaking up
- Disrespect & disrespectful language
- Early warning signs

**Q250**

*"If they had actually done anything — like arrest him, take a statement, take me to the hospital to get my injuries treated, anything would have helped — because it emboldened him to actually escalate his behaviours. The implied threat is what that coercive control is. ... It was just the implied threat that he would do something that was enough to stop me or to get me to do what he wanted me to do."*

**Speaker:** Cathy Oodie

**Source:** Voices from the Edge — Lived experience advocate; victim survivor; community member, Victoria's Adult Parole Board; specialist family violence practitioner

**Topics:**

- Systemic failure
- Police response

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Board; specialist family violence practitioner</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>• Escalation of harm</li> <li>• Failure to act</li> <li>• Emboldening perpetrators</li> </ul>                                                                                               |
| <p><b>Q251</b></p> <p><i>"It starts at the very beginning of the relationship. This is not behaviour that is sudden. ... In lots of ways, it is predictable. We can actually really look at patterns of behaviour and make some determinations on the risks that might be showing up. We use what we call key risk indicators to give us information about whether or not somebody is likely to become somebody who could end up behaving in a way that where somebody ends up dying or where there's a murder-suicide."</i></p> |                                                                                                                                                                                                                                    |
| <p><b>Speaker: Tori Cooke</b><br/> <b>Source: Voices from the Edge — Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work</b></p>                                                                                                                                                                                                                                                                                              | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Predictable patterns</li> <li>• Risk indicators</li> <li>• Early warning signs</li> <li>• Homicide prevention</li> <li>• Foresight</li> </ul>                       |
| <p><b>Q252</b></p> <p><i>"The challenge that we have is that some of these behaviours are seen as being romantic. So things like that constant kind of texting, the new girlfriend, sending her lots and lots of text messages, in lots of ways that can be seen as being really romantic. ... In our language, we would talk about that as intense connection, strategies of intense connection."</i></p>                                                                                                                       |                                                                                                                                                                                                                                    |
| <p><b>Speaker: Tori Cooke</b><br/> <b>Source: Voices from the Edge — Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work</b></p>                                                                                                                                                                                                                                                                                              | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Normalisation of risk</li> <li>• Misreading warning signs</li> <li>• Love bombing / intense connection</li> <li>• Coercive control</li> <li>• Perception</li> </ul> |
| <p><b>Q253</b></p> <p><i>"What I talk about is the importance of interruption moments — interruption conversations with young men at 13, 14, 15 — and just having these little tiny kind of touch point conversations to interrupt these poor ideas or these notions of ownership and entitlement over having a girlfriend can actually go a long way to actually do some prevention."</i></p>                                                                                                                                   |                                                                                                                                                                                                                                    |
| <p><b>Speaker: Tori Cooke</b><br/> <b>Source: Voices from the Edge — Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work</b></p>                                                                                                                                                                                                                                                                                              | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Early intervention</li> <li>• Interruption moments</li> <li>• Prevention</li> <li>• Behaviour change</li> <li>• Upstream conversations</li> </ul>                   |
| <p><b>Q254</b></p> <p><i>"We are talking about ordinary men. We are not talking about some monster that's rare, that's a rare thing. We're talking about ordinary men who struggle with a very particular set of attitudes that is widely accepted in</i></p>                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                    |



*our broader society. ... If the guys are coming in to see people like me, then we're downstream. So if we're going to have conversations upstream, we need to be really unpacking and offering a very different story."*

**Speaker:** Tori Cooke

**Source:** Voices from the Edge — Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work

**Topics:**

- Ordinary perpetrators
- Cultural norms
- Upstream / downstream
- Systemic factors
- Social acceptance

**Q255**

*"Coercive control is quite unique for two reasons. Reason number one is the distortion of reality — the deliberate and intentional distortion of reality. I don't use the term gaslighting, because gaslighting is a movie. The distortion of reality actually explains what that behavior really is. It distorts somebody's reality, it creates chaos and confusion, and that's its purpose. When somebody is confused and chaotic and they go into self-doubt, they are easier to control."*

**Speaker:** Tori Cooke

**Source:** Voices from the Edge — Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work

**Topics:**

- Distortion of reality
- Coercive control
- Reality testing
- Power & control
- Manipulation

**Q256**

*"Why do we have a justice system that doesn't hold them accountable? Why do we have a political system that doesn't invest in men's behaviour change programs for the community? And why is it that none of us feel safe to interrupt the pattern of behaviour early enough so that this doesn't progress into adulthood, sophisticated patterns of behaviour where women and children die? Not only is this an individual problem, but it is also a social and community problem."*

**Speaker:** Tori Cooke

**Source:** Voices from the Edge — Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work

**Topics:**

- Systemic accountability
- Justice system
- Bystander courage
- Community responsibility
- Investment in prevention

**Q257**

*"If you see your son texting his girlfriend 70 times a day, you stop him in his tracks and you say that is stalking behaviour. If you hear a man standing next to you saying horrible things about his partner's body, you stop him in his tracks and you say that's a very disrespectful way to talk about someone you say you love. You interrupt, you have the bravery and the courage to interrupt those moments."*

**Speaker:** Tori Cooke

**Source:** Voices from the Edge — Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work

**Topics:**

- Active bystander
- Calling out behaviour
- Stalking
- Disrespect & disrespectful language

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• Interruption moments</li> </ul>                                                                                                                                         |
| <p><b>Q258</b></p> <p><i>“Narcissism is when someone is at the extreme end of what they call a spectrum and meets a certain criteria. ... A complete lack of empathy, feelings of everyone’s envious of me ... the ability to use others to meet their own needs, complete lack of remorse, an air of superiority, massive sense of entitlement, and an air of grandiosity — ‘I’m better than everyone else.’”</i></p>                                                                                                                           |                                                                                                                                                                                                                  |
| <p><b>Speaker:</b> Nova Gibson</p> <p><b>Source:</b> Voices from the Edge — Director, Founder &amp; Primary Counsellor, Brighter Outlook Narcissistic Abuse Counselling Service; Author, “Fake Love” (HarperCollins, 2023)</p>                                                                                                                                                                                                                                                                                                                   | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Narcissism</li> <li>• Definitions &amp; terminology</li> <li>• Personality disorders</li> <li>• Lack of empathy</li> <li>• Entitlement</li> </ul> |
| <p><b>Q259</b></p> <p><i>“It’s probably the only disorder where the person who has the disorder is not actually negatively impacted by it. It’s everyone around the narcissist who finds themselves in therapy. And that’s because they don’t think there’s anything wrong with themselves. They don’t have a disorder — you do.”</i></p>                                                                                                                                                                                                        |                                                                                                                                                                                                                  |
| <p><b>Speaker:</b> Nova Gibson</p> <p><b>Source:</b> Voices from the Edge — Director, Founder &amp; Primary Counsellor, Brighter Outlook Narcissistic Abuse Counselling Service; Author, “Fake Love” (HarperCollins, 2023)</p>                                                                                                                                                                                                                                                                                                                   | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Narcissism</li> <li>• Lack of insight</li> <li>• Externalised harm</li> <li>• Self-awareness</li> <li>• Survivor experience</li> </ul>            |
| <p><b>Q260</b></p> <p><i>“Covert narcissists are much more common and they hide their abuse behind closed doors. They’re charming, they’re shy, even. ... The cognitive empathy is part of the trap. ‘Hey, I feel for your pain. I’m giving you a cuddle while you’re crying.’ And that’s what creates the massive confusion for victims later on, because these breadcrumbs of supposed empathy are not matching up with their horrific abuse on most days.”</i></p>                                                                            |                                                                                                                                                                                                                  |
| <p><b>Speaker:</b> Nova Gibson</p> <p><b>Source:</b> Voices from the Edge — Director, Founder &amp; Primary Counsellor, Brighter Outlook Narcissistic Abuse Counselling Service; Author, “Fake Love” (HarperCollins, 2023)</p>                                                                                                                                                                                                                                                                                                                   | <p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>• Covert abuse</li> <li>• Hidden harm</li> <li>• Cognitive empathy</li> <li>• Manipulation</li> <li>• Recognition difficulty</li> </ul>             |
| <p><b>Q261</b></p> <p><i>“It’s like the frog that gets in the water until the water is boiling — it doesn’t know that it’s happening till it boils to death. Perfect analogy for narcissistic abuse. ... An example: it’s a married couple, and the husband says to his wife, ‘Look, you put your studies on hold because I want you to stay at home and look after the kids.’ And she thinks, ‘Oh wow, he’s going to support me and I get to stay home with the kids — this is amazing.’ But it started off under the guise of caring.”</i></p> |                                                                                                                                                                                                                  |

|                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Speaker:</b> Nova Gibson<br><b>Source:</b> Voices from the Edge — Director, Founder & Primary Counsellor, Brighter Outlook Narcissistic Abuse Counselling Service; Author, “Fake Love” (HarperCollins, 2023)                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Slow erosion</li> <li>• Boiling frog analogy</li> <li>• Normalisation of risk</li> <li>• Coercive control</li> <li>• Recognition difficulty</li> </ul> |
| <b>Q262</b><br><i>“Most victims to a certain point don’t recognise it as abuse — not till it’s really, really obvious that something is off in this relationship and they are a completely different person to the one that walked into the relationship. And it’s because of that coercive control tool which often starts under the guise of caring.”</i> |                                                                                                                                                                                                                |
| <b>Speaker:</b> Nova Gibson<br><b>Source:</b> Voices from the Edge — Director, Founder & Primary Counsellor, Brighter Outlook Narcissistic Abuse Counselling Service; Author, “Fake Love” (HarperCollins, 2023)                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Recognition difficulty</li> <li>• Self-awareness</li> <li>• Identity erosion</li> <li>• Coercive control</li> <li>• Survivor experience</li> </ul>     |
| <b>Q263</b><br><i>“It’s like death by a thousand paper cuts. It’s this chip, chip, chip, chip away at you and eroding your boundaries and self-worth away so slowly over time you don’t see it happening to you.”</i>                                                                                                                                       |                                                                                                                                                                                                                |
| <b>Speaker:</b> Nova Gibson<br><b>Source:</b> Voices from the Edge — Director, Founder & Primary Counsellor, Brighter Outlook Narcissistic Abuse Counselling Service; Author, “Fake Love” (HarperCollins, 2023)                                                                                                                                             | <b>Topics:</b> <ul style="list-style-type: none"> <li>• Cumulative harm</li> <li>• Death by a thousand cuts</li> <li>• Slow erosion</li> <li>• Boundary erosion</li> <li>• Self-worth</li> </ul>               |

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

Find any quote by theme. Numbers refer to Q numbers above.

5 Whys: Q43

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

Accountability: Q104, Q107, Q144

Adaptive capacity: Q64

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

AI and safety: Q201

Allyship: Q39

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Asbestos:** Q217

**Assumptions and safety:** Q80

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Aviation safety:** Q28, Q30, Q101, Q102, Q106

**Behaviour change:** Q32, Q33

**Behaviour-based safety:** Q2

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Bhopal:** Q130, Q131, Q132

**Blame & accountability:** Q1, Q65, Q69, Q76, Q78, Q137, Q143, Q144

**Brain and safety:** Q117, Q118, Q228, Q230

**Brain injury:** Q156, Q157, Q158

**Brave conversations:** Q50

**Burnout:** Q16, Q122, Q124

**Business case for safety:** Q22, Q51, Q72, Q101, Q113, Q125, Q128, Q151, Q152

**Capability gap:** Q166, Q235, Q236

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Change management:** Q3, Q4, Q89, Q153, Q197, Q237

**Child development:** Q121

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Child wellbeing:** Q123

**Coaching:** Q33

**Cognitive bias:** Q24, Q25, Q43, Q45, Q115, Q116, Q117, Q230

**Cognitive load:** Q124, Q228

**Collaboration:** Q55

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Collectivism:** Q205

**Communication:** Q61, Q97, Q186, Q191, Q195, Q225

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Competency:** Q98

**Complexity:** Q54, Q67, Q148

**Compliance vs culture:** Q74, Q102, Q109, Q181, Q221

**Compliance vs effectiveness:** Q189

**Compliance vs understanding:** Q105

**Concussion:** Q156, Q157, Q158

**Confirmation bias:** Q43

**Consequence of inaction:** Q26

**Construction industry:** Q34

**Construction safety:** Q109

**Consultation:** Q214, Q215

**Context-sensitive practice:** Q196, Q200

**Continuous improvement:** Q5, Q173, Q194, Q197, Q200

**Control effectiveness:** Q188

**Courage:** Q139

**COVID-19:** Q155

**Credibility:** Q36, Q126

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**CTE:** Q156, Q157, Q158

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Data & safety:** Q52

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Decision fatigue:** Q122, Q124

**Decision-making:** Q68, Q116, Q131

**Decision-making under pressure:** Q80, Q115

**Deepwater Horizon:** Q105

**Deterrence:** Q53, Q56, Q57, Q59, Q151

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Drills and preparedness:** Q63

**Due diligence:** Q90, Q193

**Dust diseases:** Q159, Q160, Q161, Q162, Q163, Q164

**Duty of care:** Q112, Q165

**Early childhood:** Q120, Q121, Q122, Q123

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Education and safety:** Q121  
**Electrical safety:** Q23, Q24, Q25, Q26  
**Embedded safety:** Q128  
**Emergency preparedness:** Q98  
**Emergency response:** Q58, Q61, Q63, Q80, Q81  
**Emergency services:** Q82, Q83, Q84  
**Emotional suppression:** Q34

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Empowerment:** Q49, Q226, Q227  
**Engineered stone:** Q159, Q161, Q162, Q163  
**Engineering controls:** Q99  
**Ergonomics:** Q110, Q111, Q112, Q113

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Evacuation:** Q63  
**Evidence-based investigation:** Q44  
**Evidence-based safety:** Q3, Q56, Q184, Q196, Q200, Q201  
**Exposure risk:** Q157  
**False assurance:** Q183  
**Family impact:** Q154  
**Fatalities:** Q53, Q188, Q190, Q193  
**Fatality rates:** Q58, Q93  
**Fatigue:** Q21, Q84, Q124, Q177  
**Fear of speaking up:** Q146, Q204  
**FIFO:** Q154, Q155, Q176, Q177  
**Fight flight freeze:** Q86  
**Fire safety:** Q98, Q100  
**First responders:** Q71, Q75, Q82, Q83, Q84, Q96  
**Foresight:** Q6  
**Frontline knowledge:** Q8, Q70

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Frontline safety:** Q40, Q41, Q46, Q47, Q79, Q94, Q95, Q133, Q134, Q136, Q206, Q214, Q216  
**Frontline support:** Q36  
**Fukushima:** Q80, Q81  
**Gender equity:** Q38, Q39, Q49, Q50  
**Groupthink:** Q195

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Healthcare safety:** Q171

**Hierarchy of controls:** Q99

**High reliability organisations:** Q28, Q30, Q194

**HOP:** Q67, Q142

**HR & safety collaboration:** Q51, Q52, Q169

**Human and organisational performance (HOP):** Q64, Q66, Q141, Q144

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Human error:** Q76, Q77, Q107, Q115, Q116, Q137, Q143, Q145, Q192, Q199

**Human factors:** Q23, Q24, Q25, Q27, Q45, Q63, Q64, Q73, Q110, Q111, Q112, Q113, Q115, Q116, Q117, Q118, Q131, Q168, Q202, Q203

**Human impact:** Q35

**Human impact of safety:** Q62, Q68, Q75, Q94, Q95, Q160, Q162, Q206

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Inattentional blindness:** Q24

**Incident investigation:** Q6, Q43, Q44, Q45, Q60, Q61, Q65, Q77, Q78, Q132, Q188, Q190, Q192, Q198, Q199

**Incident prevention:** Q23

**Incident reporting:** Q205

**Inclusion:** Q39, Q241, Q242, Q244

**Industrial manslaughter:** Q59, Q60

**Injury prevention:** Q38

**Innovation:** Q3, Q173, Q238

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Instinct:** Q118

**Interdisciplinary practice:** Q169

**Intrinsic motivation:** Q1, Q102

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Invisible hazards:** Q174

**ISO 45003:** Q51, Q52

**Isolation:** Q155, Q176

**JSA:** Q114

**Just culture:** Q1, Q65, Q69, Q76, Q77, Q78, Q107, Q137, Q143, Q144, Q145, Q192

**Leadership:** Q1, Q4, Q11, Q14, Q15, Q16, Q17, Q21, Q32, Q37, Q40, Q46, Q71, Q91, Q92, Q97, Q103, Q108, Q133, Q134, Q135, Q138, Q139, Q146, Q147, Q148, Q149, Q170, Q171, Q172, Q173, Q191, Q194, Q195, Q197, Q203, Q214, Q226, Q227, Q232, Q234, Q237

**Leadership accountability:** Q79, Q85, Q104, Q136, Q152, Q193, Q198, Q212

**Leadership development:** Q33, Q235, Q236

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Leadership in crisis:** Q61, Q80, Q81

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Learning & development:** Q33

**Learning from failure:** Q30, Q60, Q106, Q107, Q130, Q131, Q132, Q149, Q187

**Learning from work:** Q6, Q7, Q8

**Learning teams:** Q65, Q66

**Legal rights:** Q164

**Legislative compliance:** Q10, Q31, Q53, Q56, Q57, Q59, Q72, Q87, Q90, Q93, Q127, Q163, Q179, Q189, Q215, Q216, Q217, Q218

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Maslow hierarchy:** Q92

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Mental health:** Q18, Q19, Q21, Q22, Q31, Q34, Q35, Q36, Q71, Q82, Q83, Q84, Q96, Q119, Q121, Q123, Q150, Q154, Q155, Q165, Q176, Q211, Q218, Q229, Q230, Q231

**Mental health first aid:** Q20

**Mining industry:** Q36

**Mining safety:** Q58

**Motivation:** Q134

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Multicultural workforce:** Q203, Q204, Q205

**Near miss reporting:** Q205

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**New view of safety:** Q5, Q6, Q7, Q9, Q42, Q76, Q77, Q88, Q89, Q90, Q141, Q142, Q143, Q145, Q153

**Normalisation of deviance:** Q25, Q47, Q114, Q115, Q117, Q140

**Occupational health:** Q156, Q157, Q158, Q159, Q160, Q161, Q162, Q163, Q164, Q217

**Old view vs new view:** Q2

**Organisational change:** Q4, Q88, Q89, Q138, Q139, Q142, Q196, Q213

**Organisational failure:** Q78, Q105, Q187, Q191, Q208, Q209, Q210

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Organisational psychology:** Q168, Q178

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Paper compliance:** Q175, Q181, Q182

**Paperwork safety:** Q114



**Pay equity:** Q120

**Peer pressure:** Q47

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Personal safety stories:** Q68, Q94, Q119

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Piper Alpha:** Q61, Q62, Q63, Q220

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Power distance:** Q204

**PPE:** Q38, Q39, Q109, Q207

**Pre-task assessment:** Q48, Q114

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Prevention:** Q159

**Prevention vs reaction:** Q85, Q100, Q123, Q158, Q217

**Primary controls:** Q178, Q218

**Process safety:** Q61, Q63, Q80, Q81, Q130, Q131, Q132

**Profitability:** Q101

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Psychological health:** Q13, Q16, Q20, Q37

**Psychological injury:** Q62, Q75, Q82, Q83, Q84, Q96, Q119, Q160, Q211

**Psychological safety:** Q1, Q15, Q17, Q32, Q34, Q35, Q36, Q65, Q66, Q71, Q74, Q86, Q91, Q92, Q108, Q135, Q138, Q146, Q147, Q148, Q149, Q150, Q170, Q171, Q172, Q173, Q186, Q195, Q204, Q205, Q209, Q213, Q240

**Psychology:** Q2

**Psychosocial risk:** Q18, Q19, Q20, Q21, Q22, Q31, Q32, Q34, Q38, Q50, Q51, Q52, Q71, Q73, Q74, Q82, Q83, Q85, Q86, Q87, Q96, Q97, Q110, Q120, Q122, Q124, Q150, Q154, Q155, Q165, Q166, Q167, Q169, Q174, Q175, Q176, Q177, Q178, Q179, Q196, Q200, Q208, Q209, Q210, Q211, Q212, Q218, Q233, Q239

**PTSD:** Q62, Q75, Q82, Q83, Q84, Q96, Q119, Q224

**Purpose:** Q13

**Recruitment:** Q129

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Regulatory equity:** Q179

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Relationships:** Q138

**Resilience:** Q67, Q149, Q223, Q243

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Respiratory hazards:** Q217

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Risk assessment:** Q81, Q114, Q174

**Risk awareness:** Q68, Q106

**Risk identification:** Q52

**Risk management:** Q6, Q8, Q48, Q67, Q74, Q79, Q97, Q99, Q167, Q177, Q178, Q184, Q188, Q189, Q190, Q201, Q215, Q216

**Risk perception:** Q24, Q25, Q48, Q115, Q116, Q118

**ROI of wellbeing:** Q22

**Role clarity:** Q174

**Root cause:** Q37

**Root cause analysis:** Q43, Q44, Q77, Q78, Q187, Q192, Q199

**Rules vs values:** Q94, Q95, Q102, Q105

**Safe by design:** Q99, Q113

**Safety & production:** Q27, Q30, Q101, Q113, Q134

**Safety at home:** Q35

**Safety bureaucracy:** Q11, Q12, Q175, Q180, Q181, Q182

**Safety by example:** Q46, Q207

**Safety clutter:** Q180

**Safety communication:** Q26, Q41, Q94, Q95, Q103, Q104, Q151, Q172, Q203, Q206

**Safety community:** Q55

**Safety conversations:** Q8, Q9, Q21, Q29, Q97, Q116, Q145, Q146, Q147, Q206

**Safety culture:** Q1, Q2, Q4, Q5, Q10, Q11, Q14, Q15, Q17, Q23, Q40, Q41, Q46, Q47, Q49, Q50, Q54, Q72, Q85, Q88, Q89, Q91, Q92, Q93, Q94, Q95, Q101, Q102, Q103, Q104, Q105, Q106, Q107, Q108, Q109, Q123, Q125, Q127, Q128, Q129, Q133, Q134, Q135, Q136, Q137, Q138, Q139, Q140, Q142, Q144, Q147, Q148, Q149, Q150, Q151, Q152, Q153, Q170, Q171, Q172, Q173, Q183, Q185, Q186, Q191, Q194, Q195, Q197, Q198, Q199, Q202, Q203, Q204, Q207, Q208, Q212, Q213, Q214

**Safety differently:** Q7, Q12, Q42, Q88, Q90, Q99, Q103, Q109, Q114, Q118, Q153, Q184, Q185, Q197, Q198, Q202

**Safety education:** Q130

**Safety evolution:** Q31

**Safety governance:** Q193

**Safety history:** Q130

**Safety indicators:** Q54, Q58

**Safety law:** Q59, Q60, Q132

**Safety leadership:** Q3, Q9, Q28, Q29, Q40, Q41, Q49, Q69, Q70, Q72, Q75, Q79, Q95, Q105, Q125, Q126, Q127, Q133, Q136, Q139, Q141, Q151, Q152, Q153, Q183, Q191, Q207

**Safety management:** Q37, Q70, Q74, Q112, Q125, Q126, Q128, Q141, Q166, Q167, Q175, Q180, Q181, Q182, Q184, Q188, Q189, Q190, Q193, Q196, Q198, Q200, Q201, Q215, Q216, Q218

**Safety management systems:** Q11, Q12

**Safety measurement:** Q54, Q109

**Safety mindset:** Q48

**Safety motivation:** Q72

**Safety outcomes:** Q53, Q56, Q57, Q93

**Safety philosophy:** Q5, Q10, Q54, Q55, Q67, Q73, Q76, Q77, Q88, Q100, Q111, Q131, Q140, Q145, Q165, Q185, Q186, Q202

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Safety profession:** Q9, Q13, Q28, Q29, Q55, Q111, Q125, Q126, Q127, Q128, Q129, Q152, Q166, Q169, Q183

**Safety purpose:** Q11, Q14, Q68, Q75, Q100, Q129, Q181, Q183, Q184, Q206

**Safety regulation:** Q10, Q53, Q56, Q57, Q59, Q60, Q90, Q163, Q179, Q189

**Safety rules:** Q106

**Safety science:** Q2, Q27, Q64, Q110, Q117, Q118, Q168, Q185, Q186, Q187

**Safety slogans:** Q103, Q104, Q140

**Safety statistics:** Q58, Q93, Q190

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Safety training:** Q88, Q89, Q98, Q100

**Safety values:** Q14

**Scapegoating:** Q208, Q209, Q210, Q211, Q212, Q238, Q239, Q240

**Self-reflection:** Q107

**Severity of harm:** Q26

**Sexual harassment:** Q50, Q86, Q87, Q233

**Shared responsibility:** Q69

**Shortcuts:** Q117

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Silicosis:** Q159, Q160, Q161, Q162, Q163, Q164

**Small business:** Q179, Q216

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Sport safety:** Q156, Q157, Q158

**Staff shortages:** Q120

**Statistics:** Q19, Q22, Q87, Q161, Q177

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Stigma:** Q123

**STOP framework:** Q48

**Stress:** Q35

**Suicide prevention:** Q18, Q19, Q96, Q119

**Supervision:** Q15, Q17, Q21, Q29, Q40, Q41, Q46, Q47, Q91, Q97, Q108, Q122, Q135, Q136, Q147, Q170, Q180, Q207, Q214

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Systemic risk:** Q51

**Systemic safety:** Q18

**Systems thinking:** Q27, Q28, Q30, Q37, Q42, Q45, Q64, Q67, Q69, Q70, Q73, Q76, Q78, Q79, Q137, Q142, Q143, Q187, Q192, Q194, Q199

**Team performance:** Q133, Q146, Q148, Q170, Q171

**Technology:** Q201

**Training:** Q86, Q166

**Training value:** Q98

**Transparency:** Q132

**Trauma:** Q62, Q243

**Trust:** Q91, Q108, Q135, Q202, Q213, Q227

**Tunnel vision:** Q45

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Unintended consequences:** Q167

**Values:** Q129

**Values alignment:** Q16

**Values misalignment:** Q125, Q126, Q127

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

## COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)

**Vulnerability in leadership:** Q91, Q172

**Wellbeing:** Q16, Q35, Q92, Q121, Q231

**Wellbeing of safety professionals:** Q13, Q223

**Women in safety:** Q38, Q39, Q49

**Work as done:** Q7, Q12, Q27, Q29, Q42, Q66, Q70, Q110, Q143, Q168, Q175, Q180, Q182, Q222

**Work as imagined:** Q12, Q42, Q182, Q222

**Work demands:** Q167, Q174

**Work design:** Q110, Q111, Q112, Q113, Q178

**Worker engagement:** Q8, Q9, Q36, Q66, Q69, Q70, Q92, Q120, Q141, Q145, Q215, Q226, Q227

**Worker wellbeing:** Q15, Q17, Q112, Q122, Q124, Q150, Q154, Q155, Q176, Q177, Q210, Q231

**Workers compensation:** Q164

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Workforce wellbeing:** Q120, Q224

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Workplace bullying:** Q32, Q33, Q85, Q86, Q87, Q208, Q209, Q210, Q211, Q212, Q213, Q232, Q234, Q239

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Workplace injury:** Q119, Q160

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Workplace wellbeing:** Q18, Q19, Q20, Q31, Q71, Q73, Q165

## **COMPREHENSIVE TOPIC INDEX — ALL QUOTES (Q1-Q263)**

**Zero harm:** Q140

### **BATCH 8 — NEW TOPICS (Q245-Q263)**

**Active bystander:** Q249, Q257

**Behaviour change:** Q253

**Boiling frog analogy:** Q261

**Boundary erosion:** Q263

**Bystander courage:** Q256

**Bystander intervention:** Q249

**Calling out behaviour:** Q257

**Coercive control:** Q248, Q252, Q255, Q261, Q262

**Cognitive empathy:** Q260

**Community responsibility:** Q256

**Continuum of violence:** Q245

**Covert abuse:** Q260

**Cultural norms:** Q254

**Cumulative harm:** Q263

**Death by a thousand cuts:** Q263

**Definitions & terminology:** Q245, Q248, Q258

**Disclosure barriers:** Q247

**Disrespect & disrespectful language:** Q249, Q257

**Distortion of reality:** Q255

**Early intervention:** Q246, Q253

**Early warning signs:** Q249, Q251

**Emboldening perpetrators:** Q250

Entitlement: Q258  
Entrapment: Q248  
Escalation of harm: Q250  
Externalised harm: Q259  
Failure to act: Q250  
Family violence statistics: Q246  
Femicide: Q245  
Foresight: Q251  
Gender-based violence: Q245  
Hidden harm: Q247, Q260  
Homicide prevention: Q251  
Iceberg metaphor: Q247  
Identity erosion: Q262  
Interruption moments: Q253, Q257  
Investment in prevention: Q256  
Justice system: Q256  
Justice system response: Q246  
Lack of empathy: Q258  
Lack of insight: Q259  
Love bombing / intense connection: Q252  
Manipulation: Q255, Q260  
Misreading warning signs: Q252  
Narcissism: Q258, Q259  
Normalisation of risk: Q252, Q261  
Ordinary perpetrators: Q254  
Pattern of behaviour: Q248  
Perception: Q252  
Personality disorders: Q258  
Police response: Q250  
Power & control: Q245, Q248, Q255  
Predictable patterns: Q251  
Preventable deaths: Q246  
Prevention: Q253  
Reality testing: Q255  
Recognition difficulty: Q260, Q261, Q262  
Risk indicators: Q251  
Scale of harm: Q246  
Self-awareness: Q259, Q262  
Self-worth: Q263  
Slow erosion: Q261, Q263  
Social acceptance: Q254  
Speaking up: Q249  
Stalking: Q257

**Survivor experience:** Q247, Q259, Q262

**Systemic accountability:** Q256

**Systemic factors:** Q254

**Systemic failure:** Q250

**Underreporting:** Q247

**Upstream / downstream:** Q254

**Upstream conversations:** Q253

## **SPEAKER INDEX — ALL BATCHES**

|                               |                                                                                                                                                                                            |                  |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b>Alanna Ball</b>            | <i>Founder, Women in Safety</i>                                                                                                                                                            | <b>Q49-Q52</b>   |
| <b>Allister Rose</b>          | <i>Paramedic / NZ Police / WorkSafe NZ; Founder, Blue Hope Foundation; PTSD advocate</i>                                                                                                   | <b>Q82-Q84</b>   |
| <b>Amy Roosa</b>              | <i>Founder, The Safety Rack; Iowa Women in Safety Conference</i>                                                                                                                           | <b>Q38-Q39</b>   |
| <b>Andrew Barrett</b>         | <i>Founder, Safety on Tap</i>                                                                                                                                                              | <b>Q11-Q13</b>   |
| <b>Andy Baker</b>             | <i>HOP Practitioner; Co-founder, Convergent</i>                                                                                                                                            | <b>Q141</b>      |
| <b>Andy Holmes</b>            | <i>Safety Professional; Former LNG Darwin HSES Lead</i>                                                                                                                                    | <b>Q107-Q108</b> |
| <b>Bob Edwards</b>            | <i>HOP Advocate; Colleague of Todd Conklin; Former GE Maintenance Manager</i>                                                                                                              | <b>Q64-Q67</b>   |
| <b>Brad Green</b>             | <i>HSE Professional, United States</i>                                                                                                                                                     | <b>Q68-Q70</b>   |
| <b>Brett Read</b>             | <i>Leadership Coach; Former SAS Officer; Research Partner with Chevron/RMIT</i>                                                                                                            | <b>Q133-Q136</b> |
| <b>Brent Sutton</b>           | <i>Managing Director, Learning Teams</i>                                                                                                                                                   | <b>Q5-Q10</b>    |
| <b>Cam Stevens</b>            | <i>Safety &amp; Technology Consultant; Human Factors Specialist</i>                                                                                                                        | <b>Q153</b>      |
| <b>Cathy Oodie</b>            | <i>Lived experience advocate; victim survivor; community member, Victoria's Adult Parole Board; specialist family violence practitioner; Royal Commission into Family Violence witness</i> | <b>Q245-Q250</b> |
| <b>Chuck Casto</b>            | <i>Former NRC Inspector; Led US Federal Response to Fukushima 2011</i>                                                                                                                     | <b>Q80-Q81</b>   |
| <b>Clive Lloyd</b>            | <i>Principal Consultant, Just Consulting; Top 5 Global Safety Thought Leader</i>                                                                                                           | <b>Q1-Q4</b>     |
| <b>Craig Gauvreau</b>         | <i>Safety Consultant &amp; Author, Canada</i>                                                                                                                                              | <b>Q93-Q95</b>   |
| <b>Daryl Johnson</b>          | <i>RN; Owner, Mental Health Journey Australia; Postgraduate Mental Health Nursing &amp; OHS</i>                                                                                            | <b>Q232-Q237</b> |
| <b>David Joyce</b>            | <i>Trainer &amp; Assessor, Link Resources</i>                                                                                                                                              | <b>Q46-Q48</b>   |
| <b>Dionne Drew</b>            | <i>Leadership Coach; Hard Hat Mentor</i>                                                                                                                                                   | <b>Q14-Q16</b>   |
| <b>Dr Nektarios Karanikas</b> | <i>Associate Professor, Health, Safety &amp; Environment, QUT</i>                                                                                                                          | <b>Q27-Q30</b>   |
| <b>Dr Drew Rae</b>            | <i>Associate Professor, Safety Science Innovation Lab, Griffith University; Co-host, Safety of Work Podcast</i>                                                                            | <b>Q180-Q186</b> |
| <b>Dr Lisette Kanse</b>       | <i>Senior Lecturer, Psychological Science, UWA; Course Coordinator, Master of Business Psychology</i>                                                                                      | <b>Q196-Q201</b> |

|                             |                                                                                                                                        |                                 |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| <b>Dr Peter Brace</b>       | <i>PhD; Psychological Safety Practitioner &amp; Researcher</i>                                                                         | <b>Q146-Q148,<br/>Q170-Q173</b> |
| <b>Dr Sean Brady</b>        | <i>Forensic Engineer; Author, Brady Review into Queensland Mining Fatalities (2020)</i>                                                | <b>Q187-Q195</b>                |
| <b>Lance Burdett</b>        | <i>Former NZ Police Detective Inspector; Lead Crisis Negotiator; FBI-qualified; Author, "Dark Side of the Brain"</i>                   | <b>Q225-Q231</b>                |
| <b>Michelle Stephenson</b>  | <i>Endorsed Organisational Psychologist; President, SIOPA</i>                                                                          | <b>Q165-Q169</b>                |
| <b>Philip Lako</b>          | <i>Senior Safety Advisor (mining); Author, "The Ten-Year-Old Man"; Former child soldier (10 yrs); Refugee-background safety leader</i> | <b>Q241-Q244</b>                |
| <b>Sandra Lam</b>           | <i>Endorsed Organisational Psychologist; Managing Director, FIFO Focus and Permentis</i>                                               | <b>Q174-Q179</b>                |
| <b>Dr Rowena Mobbs</b>      | <i>Neurologist; Cognitive Neurologist; Dementia &amp; CTE Specialist</i>                                                               | <b>Q158</b>                     |
| <b>Dr Tristan Casey</b>     | <i>Researcher, QUT; New View Safety Practitioner</i>                                                                                   | <b>Q88-Q90</b>                  |
| <b>Elisa Lynch</b>          | <i>Safety Professional; Construction Ireland &amp; Australia; Organisational Learning</i>                                              | <b>Q109</b>                     |
| <b>Emma Parsons</b>         | <i>Mental Health &amp; Leadership Coach for Industry</i>                                                                               | <b>Q34-Q37</b>                  |
| <b>Francisco Valenzuela</b> | <i>Health &amp; Safety Advisor; Oil Sands Canada; FIFO Specialist</i>                                                                  | <b>Q154-Q155</b>                |
| <b>Gavin Coyle</b>          | <i>Safety Consultant; Author, "Workplace Safety on a Budget"; Dublin</i>                                                               | <b>Q151-Q152</b>                |
| <b>Georgina Poole</b>       | <i>HSE Consultant; Host, Leading Safely Podcast</i>                                                                                    | <b>Q41</b>                      |
| <b>Glen Cook</b>            | <i>Electrical Safety Educator &amp; Former Electrical Inspector</i>                                                                    | <b>Q23-Q26</b>                  |
| <b>Greg Smith</b>           | <i>WHS Lawyer; Author, "Paper Safe"</i>                                                                                                | <b>Q56-Q60</b>                  |
| <b>I David Daniels</b>      | <i>Fire Rescue Chief; Host, Psych Health &amp; Safety USA Podcast; PhD OHS</i>                                                         | <b>Q71-Q75</b>                  |
| <b>James Junkin</b>         | <i>CEO, Mariner Gulf Consulting; Oil &amp; Gas Safety, United States</i>                                                               | <b>Q76-Q79</b>                  |
| <b>Jason Martell</b>        | <i>Trainer, Fire Safety Australia; Former Air Force Firefighter</i>                                                                    | <b>Q98-Q100</b>                 |
| <b>Joe Meanen</b>           | <i>Piper Alpha survivor (one of 61); Oil industry veteran</i>                                                                          | <b>Q61-Q63</b>                  |
| <b>Joanna McNeill</b>       | <i>Silicosis patient &amp; awareness advocate (contracted in quarry administration)</i>                                                | <b>Q159-Q160</b>                |
| <b>John Shaddick</b>        | <i>Director, Sundstrom Recruitment; HSEQ Recruitment Specialist</i>                                                                    | <b>Q125-Q129</b>                |
| <b>Karina Bourne</b>        | <i>Early Childhood Education Consultant; Mental Health Specialist</i>                                                                  | <b>Q120-Q124</b>                |
| <b>Kenneth Bloch</b>        | <i>Process Safety Supervisor; Author, "Rethinking Bhopal"</i>                                                                          | <b>Q130-Q132</b>                |
| <b>Matt Florio</b>          | <i>Co-founder, Convergent; Former software executive</i>                                                                               | <b>Q142</b>                     |
| <b>Michael Coogan</b>       | <i>Former Correctional Officer &amp; Intelligence Investigator; Suncorp</i>                                                            | <b>Q96-Q97</b>                  |
| <b>Michael Plowright</b>    | <i>Founder, Working Well Together</i>                                                                                                  | <b>Q31-Q33</b>                  |
| <b>Nicola Macphail</b>      | <i>Commercial Airline Pilot (Virgin Australia); Drone Management Consultant</i>                                                        | <b>Q101-Q106</b>                |



|                              |                                                                                                                                                                                                             |                                |
|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| <b>Nicole Turnbull</b>       | <i>Founder, Neon Shed; WHS Communications Specialist</i>                                                                                                                                                    | <b>Q85-Q87</b>                 |
| <b>Nova Gibson</b>           | <i>Director, Founder &amp; Primary Counsellor, Brighter Outlook Narcissistic Abuse Counselling Service; Author, "Fake Love" (HarperCollins, 2023); Host, "Fake Love and Flying Monkeys" podcast</i>         | <b>Q258-Q263</b>               |
| <b>Peter Tighe</b>           | <i>CEO, Asbestos Safety and Eradication Agency</i>                                                                                                                                                          | <b>Q161-Q162</b>               |
| <b>Prof Alan Pearce</b>      | <i>Professor of Neuroscience, La Trobe University; Director, Concussion Legacy Foundation</i>                                                                                                               | <b>Q156-Q157</b>               |
| <b>Renee Burkinshaw</b>      | <i>Founder, Originate Coaching Consulting; HR &amp; Leadership Specialist</i>                                                                                                                               | <b>Q91-Q92</b>                 |
| <b>Rosa Antonia Carrillo</b> | <i>Organisational Development Consultant; Safety Culture Author</i>                                                                                                                                         | <b>Q137-Q139</b>               |
| <b>Ross Sottile</b>          | <i>Lawyer, Maurice Blackburn; Silicosis &amp; Occupational Disease Specialist</i>                                                                                                                           | <b>Q163-Q164</b>               |
| <b>Sara Pazell</b>           | <i>PhD Human Factors &amp; Ergonomics; Director, VivaHR; Occupational Therapist</i>                                                                                                                         | <b>Q110-Q113</b>               |
| <b>Sarah Thomas</b>          | <i>Health &amp; Safety Specialist, NZ; NZISM Professional Member; ANZ Coaching Alliance Accredited Trainer</i>                                                                                              | <b>Q219-Q224</b>               |
| <b>Sebnem Bulan Worth</b>    | <i>WHS Training &amp; Compliance Consultant</i>                                                                                                                                                             | <b>Q18-Q22</b>                 |
| <b>Tasha Broomhall</b>       | <i>Founder, Blooming Minds; Workplace Mental Health Specialist</i>                                                                                                                                          | <b>Q149-Q150</b>               |
| <b>Theo Venter</b>           | <i>Electrical injury survivor (22,000 volts; 47 surgeries); International safety speaker</i>                                                                                                                | <b>Q114-Q119</b>               |
| <b>Tom Bourne</b>            | <i>Host, Health &amp; Safety Conversations; Safety Author</i>                                                                                                                                               | <b>Q17, Q40, Q53-Q55, Q140</b> |
| <b>Tori Cooke</b>            | <i>Consultant Practice Educator, Pandora Projects; men's behaviour change facilitator; specialist in homicide prevention; 30+ years frontline social work; feminist consultancy in trauma-informed care</i> | <b>Q251-Q257</b>               |
| <b>Trix Burgess</b>          | <i>Safety Business Partner, Moreton Bay Regional Council</i>                                                                                                                                                | <b>Q42-Q45</b>                 |
| <b>Dr Alexander Paselk</b>   | <i>PhD OHS; CSP; Safety Leader, Kuwait/Middle East; Doctoral Mentor, Capital Technology University</i>                                                                                                      | <b>Q202-Q207</b>               |
| <b>Nathalie Martinek</b>     | <i>PhD; Coach &amp; Consultant; Author, "The Scapegoating Playbook at Work"; Expert in Relational Leadership</i>                                                                                            | <b>Q208-Q213, Q238-Q240</b>    |
| <b>Sally North</b>           | <i>WorkSafe Commissioner, Western Australia; 20+ years WHS regulatory experience</i>                                                                                                                        | <b>Q214-Q218</b>               |
| <b>Zoe Nation</b>            | <i>Human Factors &amp; HOP Practitioner; Former Chevron Human Performance Lead</i>                                                                                                                          | <b>Q143-Q145</b>               |

*This is a living document. Add new quotes from Q264 onward and update the topic and speaker indexes.*

© Tom Bourne | Health & Safety Conversations | [tombourne.website](https://tombourne.website)