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SERVING DEL NORTE COUNTY AND HUMBOLDT COUNTY SCHOOLS

Teaching an Old Dog New Tricks

Do you start each day with the same routine? Does that comfortable routine follow you into the workplace? People that do the same job day-in and day-out start to work without thinking over time. This is where things can get dangerous! Training, retraining and switching up tasks becomes vital to preventing employees from becoming stagnant in their duties.



How can you keep training feeling fresh, and make sure it sticks?

- ✓ **Keep training brief:** Hold a 10-minute training once a week, but make those 10 minutes impactful! For instance, drop a weight on an empty steel-toe boot while covering the importance of personal protective equipment (PPE). Most workers retain live demonstrations the best!
- ✓ **Switch things up:** If you do a live demonstration one week, do an interactive training the next time. Some potential ideas are contests, games, quizzes or guest speakers.
- ✓ **Reinforce lessons:** Hang training posters up around the workplace, rotating or replacing them on a regular basis to include new topics. Alternatively, post photos of employees practicing their skills from the most recent safety lessons.



Another common practice in the workplace is to shuffle around tasks amongst employees and rearrange schedules to keep everyone fresh and alert in their workday.

Though it may seem boring, some topics are important enough to be reviewed often. By looking at a situation through a different lens, you can help to make an old habit feel new again!