**Comparison of Risk and Safety Schools of Thought**

*Note: This comparison is not intended to limit each stream or style to itself. Some approaches to risk and safety build on other styles and combine aspects of more than one style.*

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|  | **Orthodox Legal** | **Safety**  **Science** | **Behavioural- Based Safety** | **Zero Harm** | **Process-Based Safety** | **People-Based Safety** | **Psychosocial Safety** | **Social Psychological Safety** |
| View of Humans | Human as servant | Human as object | Human as machine | Human as perfect | Human as part of system | Human as person | Well being drives decision making | Social relations drive decision making |
| Focus | Rules, regulations & standards | Method, order & supposed logic | Rewards, monitoring, policing | Counting, failure & compliance | Organisation, systems & glitches | Individuals, holistic safety | Well being, mental health & health | Social psychology, relationships & neuropsychology |
| Origins and Foundations | Robens, Brooks, Bruntland | Taylorism, Heinrich, Bird, Difford | Skinner, DuPont, McSween, [López-Mena](http://en.wikipedia.org/w/index.php?title=L%C3%B3pez-Mena&action=edit&redlink=1), | Broken Window Theory (Wilson and Kelling)  DuPont | Reason, Hopkins, Sunstein, Dekker, Petersen, Hollnagel | Geller, Reason, Thomas | Judith Erickson, Dollard, Newman, Cara & MacRae | Bandura, Weick, Plous, Slovic, Maslow, Long |
| Language | Compliance, rules, punishment, control, consequence, systems, checklist, ALARP, *Reasonable Practicable* | Hazards, barrier, prevention, controls, consequence | Behaviour, prevention, extrinsic, reward, punishment | ‘all accidents are preventable’, aspiration, target, failure | Systemic error-failure, precedence, incubation, systems, methods | Human error, due diligence, | Health, workplace, relationships, mental health, well being, work life balance | Risks, intrinsic motivation, heuristics, learning, mind, conversation |
| View of Culture | Culture –as-systems | Culture-as-mechanics of systems | Culture-as-behaviour | Culture-as-perfection-controls | Culture-as-organisational-and leadership in systems | Culture-as-groups and leadership | Culture-as-holistic relationships | Culture as social construct |
| Strategy for Change | Increased policing and systems | Increased barriers and controls | Increased surveillance and policing behaviours | Increased punishment and promotion of failure | Increased organisational intelligence | Increased focus on values | Increased focus on holistic relationships | Increased focus on social constructs and autonomy |
| Essential Concepts | Hierarchy of control | Organisational systems | Observing and conditioning behaviours | Aspiration and target creates reality | Reforming organisations | Tuning into people factors | Improving well being and balance | Understanding and managing relationships and influences |
| Focus question | How can safety be organised? | What is the mechanics of safety? | How can people be controlled? | How many injuries would you like today? | How does the organisation affect safety? | How can people minimize human error? | How can we keep the whole person well? | How do social arrangements affect decision making? |
| Solutions | More engineering, technology, legislation and regulation | Deconstruct mechanics, bowtie and barriers | Surveillance, training, positive and negative reinforcement | Counting failure, publish failure, preach aspirations | Improve organisations and leadership | Prioritise human factors | Enhance well being and other aspects of safety will follow | Learning and engagement through social relationships and attending |