



Reflective learning – facilitator guidance

Video *Sleep matters*

Introduction

This leaflet describes the specifics on the reflective learning engagement session called *Sleep matters*.

For general guidance and tips on running a reflective learning session please read and use the generic guidance available from the Hearts and Minds website

(<https://heartsandminds.energyinst.org/toolkit/reflective-lfi>).

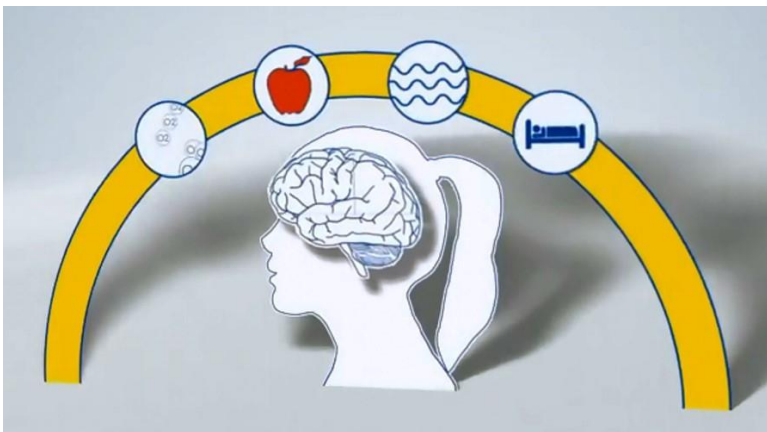
i Objectives

For both individuals and as a work group, it is important to elaborate on how to reduce fatigue risk for the team. This video explains the importance in an interactive way.

After seeing this video, participants are able to demonstrate they actively care for each other and can openly discuss fatigue and other safety concerns, and intervene with each other.

As part of the session participants are asked what they will do differently to ensure they get enough sleep.

Sleep matters!



i Content of the video

In part 1 of the video, the concepts of sleep and fatigue are introduced and where fatigue situations may occur in the workplace. It is stressed that one might not be aware of being fatigued.

Part 2 gets the audience ready to reflect on their sleeping arrangements, environment and habits and to see how they can improve the quality of sleep for themselves and the whole family.

In the last part of the video we look at how recognising fatigue and respecting sleep needs is a shared responsibility, involving the individual, their family and work colleagues.

Key lessons

- Participants understand why getting sufficient sleep is important for their safety and the safety of those around them.
- Participants understand what could happen if they become fatigued and what they can do to prevent this from happening.

Active caring

We need to start to 'actively care' for each other. Almost everyone cares about misfortune occurring to others but not everyone 'actively cares'. Actively caring can be defined as planned and purposeful behaviour to aid and/or protect others or ourselves. Examples include:

- Visible leadership from all
- Intervening
- Looking out for the safety and welfare of others
- Having the courage to step up (speak up and act)
- Supporting colleagues
- Coaching between peers
- Near miss / potential incident reporting and follow up actions
- Supervisor support
- Having compassion and courage

The importance of sleep

Fatigue or lack of good quality sleep is a safety concern and has been identified as a cause in many major incidents.

Scientific evidence has shown that when fatigued, a person's ability to think clearly is impaired which can result in poor performance, increased error rates and ultimately reduced safety.

The cure for fatigue is sleep

Actively caring is a behaviour demonstrated by ‘real’ safety champions. Engage your manager or HSSE advisor if your team needs more information and help to cultivate more active caring.

Fatigue is not well understood and is often difficult to recognise. The *Sleep matters* video activity will help you and your team understand how important sleep is to prevent fatigue.

Fatigue, or lack of good quality sleep, is a safety concern - it has been identified as a major hazard and occupational safety risk. Scientific evidence has shown that when fatigued, a person’s ability to think clearly is impaired which can result in poor performance, increased error rates and, ultimately, in reduced safety. Sleep is a necessity, but is often sacrificed to spending more time with family, on electronic devices or to pursue other entertainment.

TIP: Research shows that a lack of sleep can impair your ability to function as much as being drunk. It proves the importance of getting enough sleep. Sleep matters!



Questions in video

Questions after part 1 of the video

- What prevents you from getting sufficient sleep?
- How does lack of sleep affect you?
- What could be the consequence(s) for you or others (your family)?

Questions after part 2 of the video

Please discuss in small groups:

- How do you pay attention to the signals your body / brain gives you regarding sleep?

Questions after part 3 of the video

Please discuss in small groups:

- What choices do you make regarding your sleep patterns?
- What leads you to build up a lack of sleep?



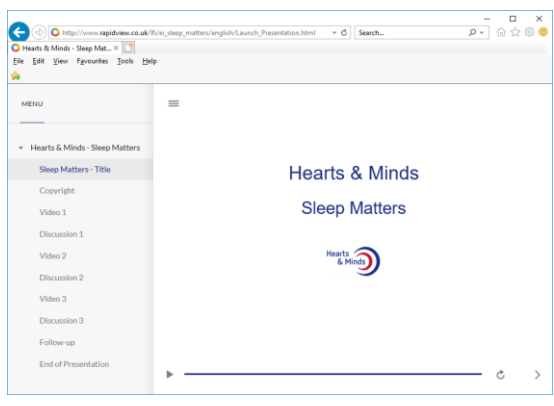
Supporting info

- In break 1 remind participants that, according to research, sufficient sleep is 7-8 hours per night. Ask them to consider personal life, work patterns etc.
- If a person says that they get sufficient regular sleep (7-8 hours) ask how they are able to maintain this good sleep pattern
- Make sure people feel comfortable to share their experiences when they have a lack of sleep!
- Mention where people can get more info on this important topic.



Video tool

Use the menu in the video tool at the start of the meeting to explain the structure of the session. No slides are needed.



Sleep matters!



Copyright

Copyright is owned by Shell International Exploration and Productions BV (SIEP) or its affiliates and reproduced here by the Energy Institute with their permission. The Hearts and Minds logo is a trade mark of the Shell group of companies and can only be used with written permission from Shell Brands International AG or Shell Trademarks Management BV (as the case may be). These materials are intended for educational purposes and do not replace independent review of any particular circumstances to which the materials may be applied to. Therefore, the Energy Institute or SIEP or its affiliates do not accept liability or responsibility for any consequences whatsoever for its use.

