



## FUTURE INDUSTRIAL TECHNOLOGIES

PREVENTING TOMORROW'S INJURIES TODAY™



### The Twilight Zone of Workplace Back & Shoulder Injuries

Thirty years ago, diving into the realm of workplace injury prevention felt like stepping into the twilight zone. Despite companies' best efforts across the U.S., Canada, and Australia, back injuries and strains continued to plague workplaces, leaving Operation Managers and Safety professionals scratching their heads. It seemed like employees were more interested in the donuts and pizza that were served up at safety meetings than preventing life-altering injuries. It was a conundrum: how to get employees to listen and to embrace safety initiatives offered by the organization.



Enter the ill-conceived New England Journal of Medicine study, which seemingly reinforced the belief that preventing such injuries through training was an insurmountable task. But was it? FIT didn't buy into that defeatist mindset. We knew there had to be a way to influence employees positively, to change behavior, and prevent painful sprain/strain injuries effectively. And we were determined to find it.

Our journey led us to some groundbreaking discoveries in workplace injury prevention. One of the most profound revelations was the power of trust in employee relations. Employees weren't ignoring safety protocols because they didn't care; they often didn't trust that management had their best interests at heart. As Ralph Waldo Emerson wisely noted, "What you do speaks so loudly that I cannot hear what you say." If the underlying reason for safety initiatives was solely to cut costs, employees sensed it.

FIT's approach shifted the paradigm. Instead of solely focusing on cost-cutting goals, we emphasized a purpose that resonated with employees: keeping them healthy and safe, both on and off the job. This genuine care for their well-being wasn't just lip service; it became the driving force behind our injury prevention programs. And the results were staggering.



Not only did injuries decrease significantly with our Backsafe® and Sitingsafe® programs, but morale soared. When employees felt valued and understood, and trusted the intentions of the organization, barriers between management and staff dissolved. It was a win-win situation: increased productivity, improved morale, and a dramatic reduction in costly ergonomic injuries. And the return on investment? Far better than a box of donuts or a round of pizza.

The key to successful injury prevention lies in aligning goals with purpose. While saving money is a valid goal, it shouldn't be the sole purpose driving safety initiatives. By demonstrating genuine concern for employees' well-being, organizations can break down barriers, boost morale, and create safer, more productive workplaces. So, ditch the donuts, embrace a purpose-driven approach, and watch the transformative impact unfold.

Have a question? Let's connect! Email me today at: [dennis@backsafe.com](mailto:dennis@backsafe.com).



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[Future Industrial Technologies, Inc. \(FIT\)](http://www.backsafe.com) offers workplace safety and ergonomics training programs. Backsafe® teaches employees how to perform their specific job tasks in a manner that is biomechanically correct. Sitingsafe® teaches office employees how to adapt their existing workstations so they are ergonomically correct. These injury prevention programs make your workplace safer and are proven to reduce injuries and worker compensation insurance costs.

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