

**Human  
Error**

More flawed defenses  
and error precursors

Individual is counseled  
and/or disciplined

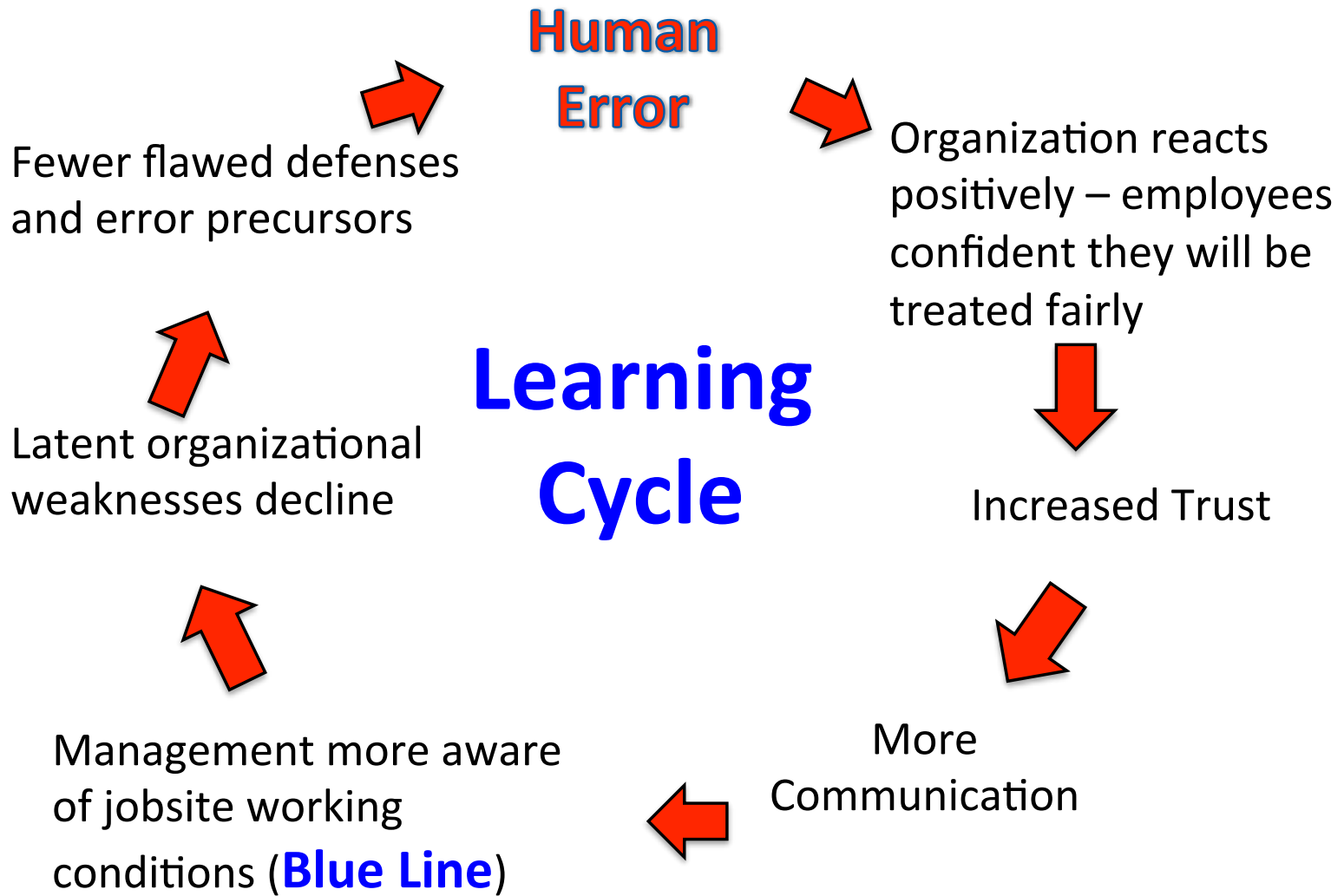
**Blame  
Cycle**

Latent organizational  
weaknesses persist

Reduced Trust

Management less aware of  
jobsite working conditions

Less  
Communication



**Operational and Organizational Improvement Process**

Howe