



Walking the Talk

Changing Behavior Within Your Own Organization

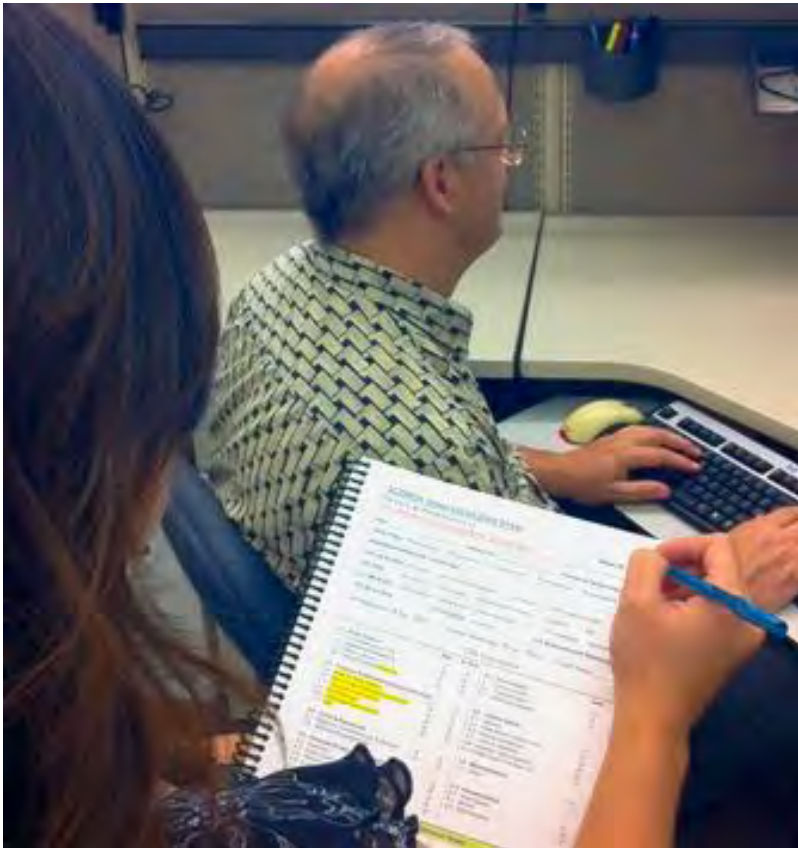
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Suitable Programs

- Safety
- Rideshare
- On-site energy and water savings
- Recycling and waste reduction
- Increase 401(k) contributions
- Metrics reporting
- Project status updates
- Training/career development
- Charitable giving programs
- Employee engagement efforts



Employee Safety Program: SCORCH*



* Safely Conducted Observations Reduce Common Hazards

Goals: reduce injury rates by...

- Raising awareness of at-risk behaviors
- Assessing with direct observations
- Maintaining trust with “no name, no blame” approach
- Documenting trends

Identified appropriate tools

- Prompts
- Injunctive norms
- Descriptive norms
- Loss aversion
- Competition
- Feedback
- Goal-setting
- Public Commitment
- Self-efficacy

Behavior Insights and Tools

Applying Lessons from the Social Sciences to Efficiency Programs



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Prompts, self-efficacy



Heat and Illness

Are you hydrated? Take the Urine Color Test.

URINE COLOR CHART

Optimal

Well hydrated

Dehydrated (Drink more water)

Seek medical aid (May indicate blood in urine or kidney disease)

Purpose

- With normal kidney function, the level of hydration is indicated by the color of urine. Some vitamins and supplements may cause a darkening of the urine unrelated to dehydration.
- Since heat-related illness often follows dehydration, this simple test will help protect your health.
- Dehydration also increases the risk for kidney stones.

How does it work?

- Match urine color to the closest color in the urine color chart and read the hydration level.
- Watch the urine stream not the toilet water, as the water in the toilet will dilute urine color.
- In response to dehydration, the kidneys conserve water and excrete more concentrated urine; the more concentrated the urine, the darker the color.

Prevent dehydration

- No amount of training or acclimatization can reduce the body's requirement for water.
- Follow the water consumption guideline below.

***Water Consumption**

A. Make sure there is adequate water supply at start of shift:

- One (1) quart per employee
- Per hour
- For entire shift

B. Drink up to four (4) cups of water per hour when work environment is hot and sweating more than usual

C. Avoid drinking caffeinated or sugary drinks which can increase fluid loss and cramps

***Recommendations from SMUD Health and Safety Department**

SCORCH General Services Field

SMUD

Prompts



Lessons Learned

- Continuous guidance is needed

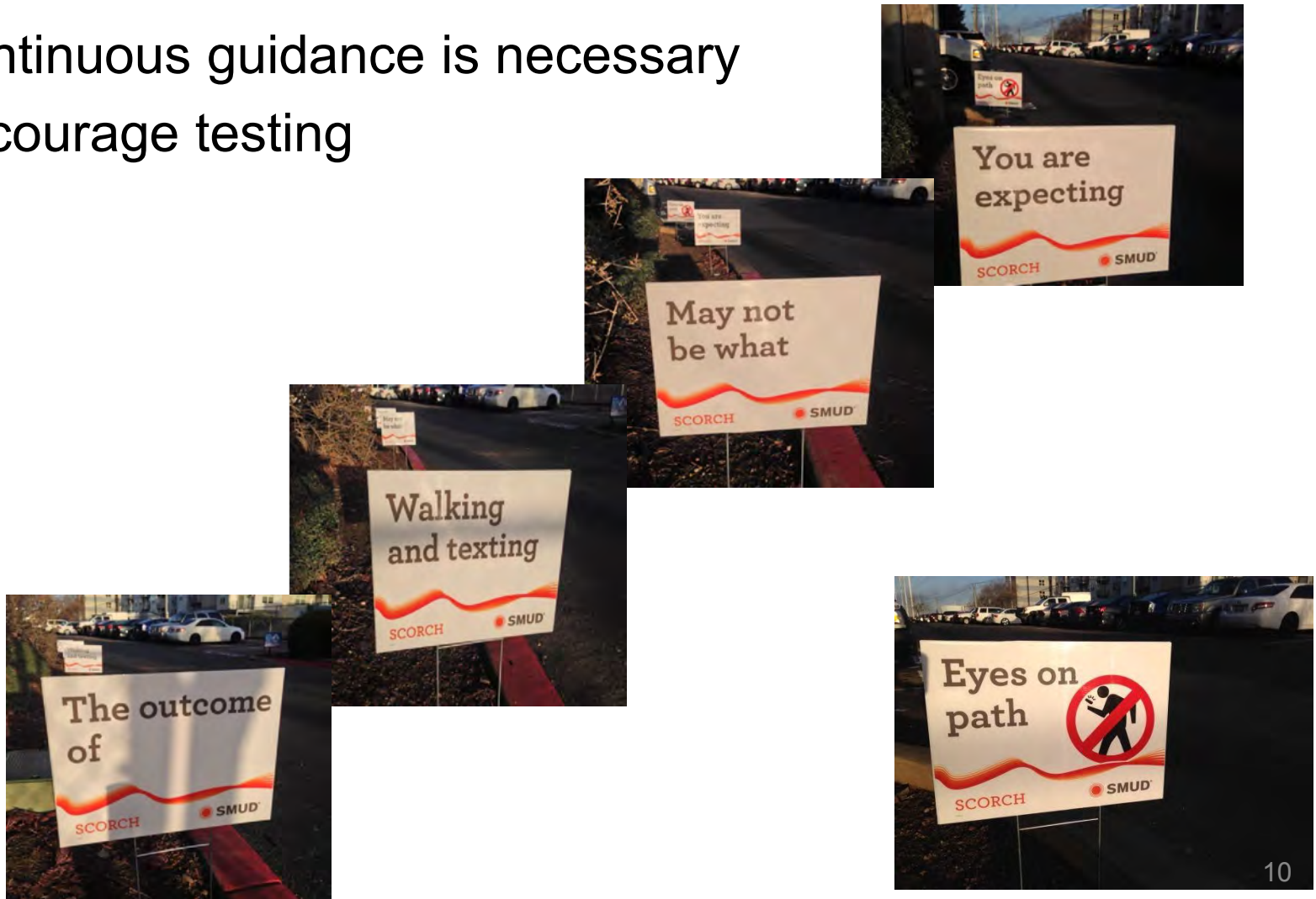


Determining success of “hold the rail” campaign

Survey Method	Percent Safe	Sample Size
SCORCH observations	99%	247

Lessons Learned

- Continuous guidance is necessary
- Encourage testing



Prompts, loss-aversion





Save your tail—hold the rail.

Lessons Learned

- Continuous guidance is needed
- Encourage testing
- Benefits go both ways



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