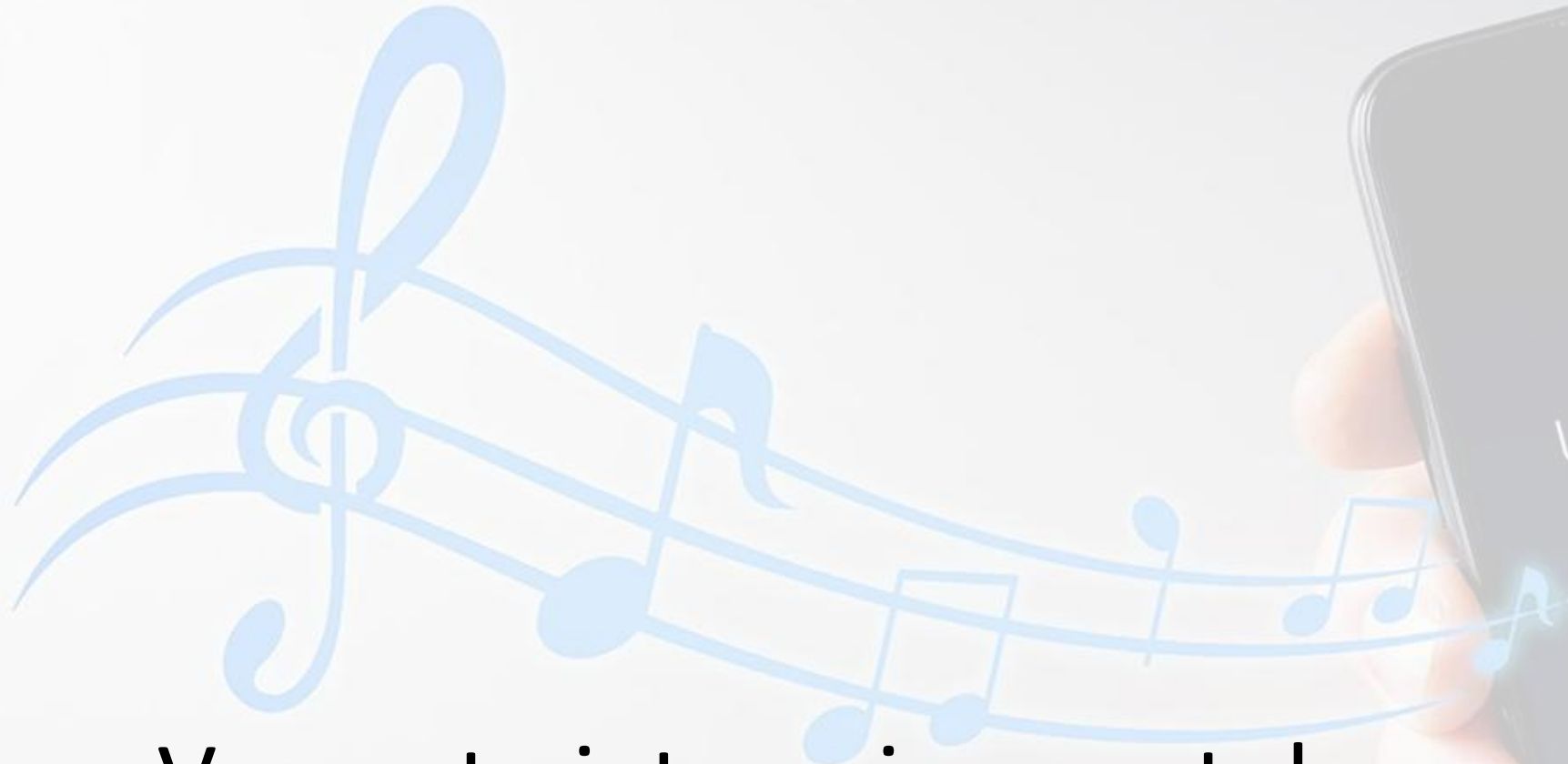


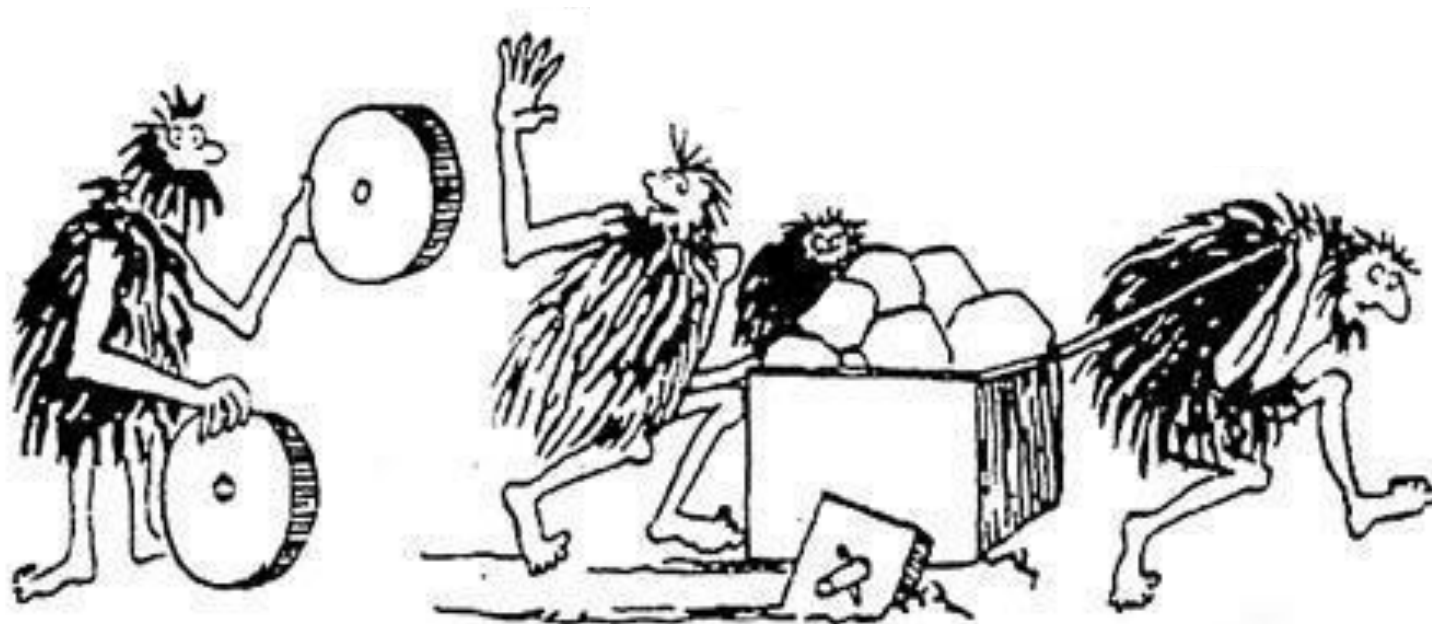
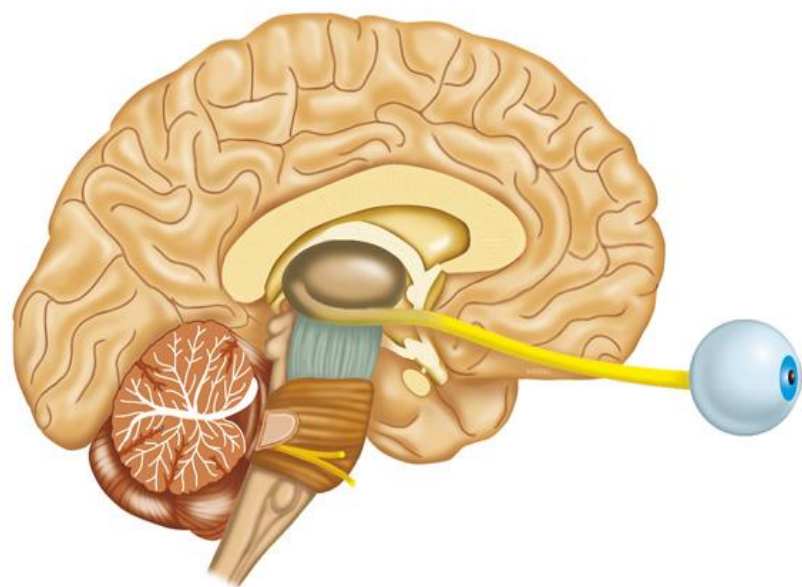


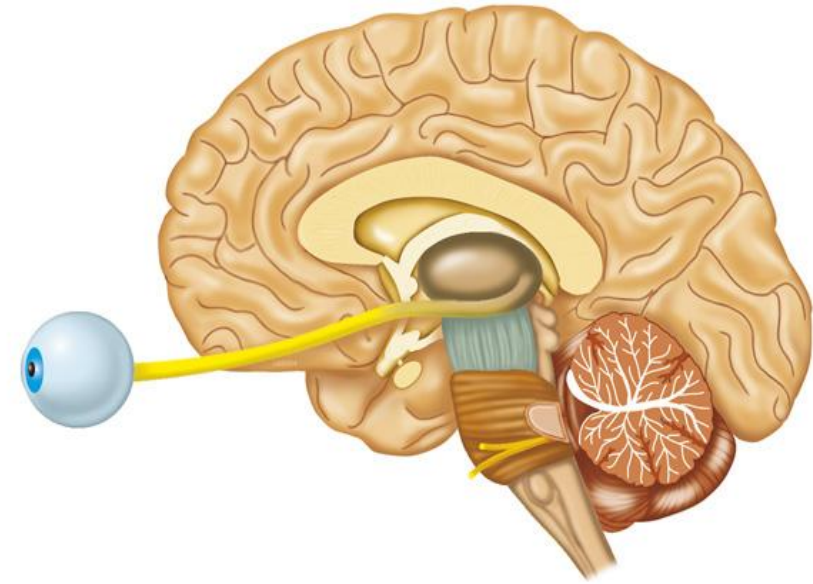
Vergeet niet om je smartphone opnieuw op “bellen” te zetten bij het verlaten van de zaal



Ergonomie & coaching - VerV 2025



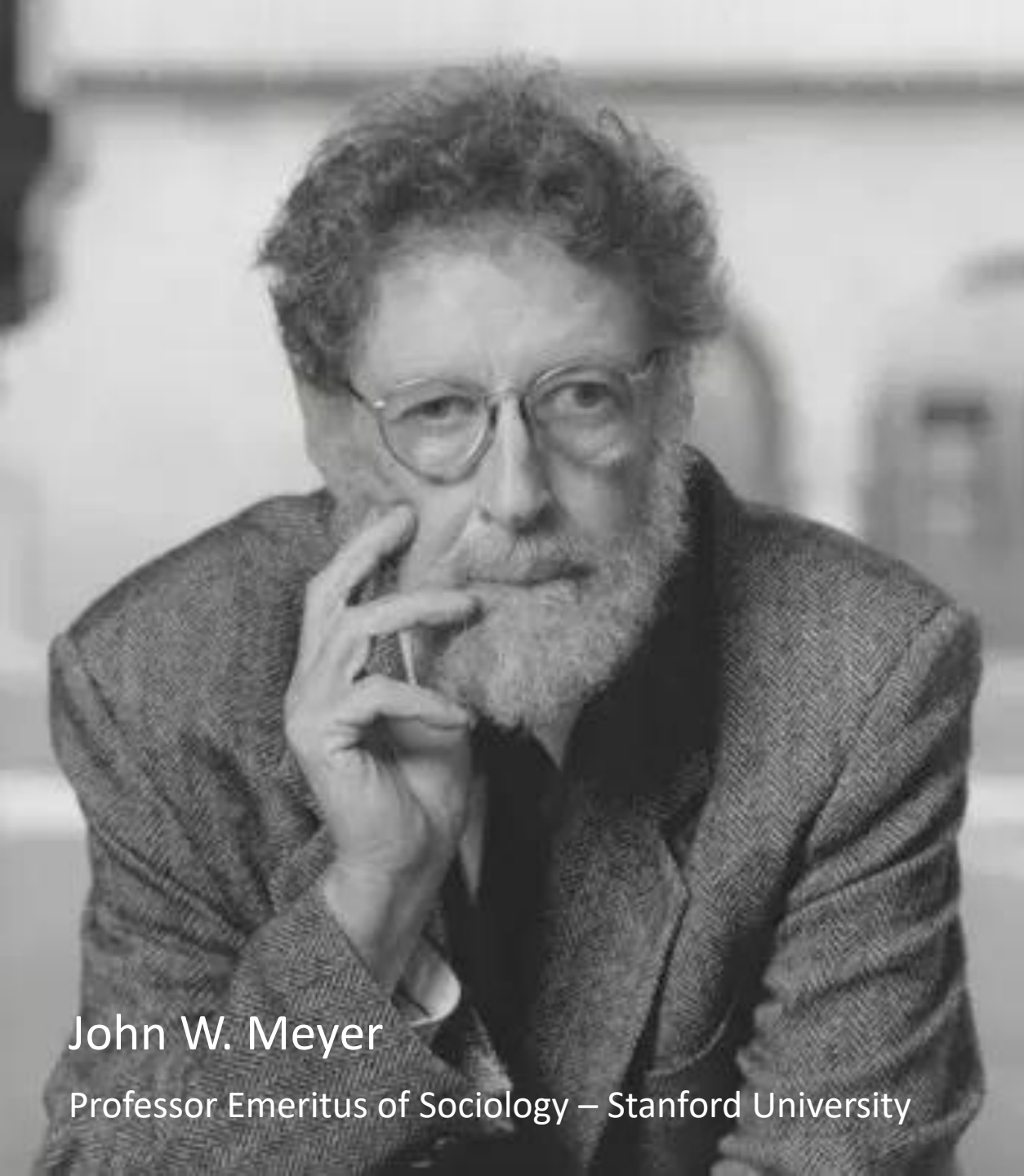






To a surrounded enemy, you
must leave a way of escape.

~ Sun Tzu



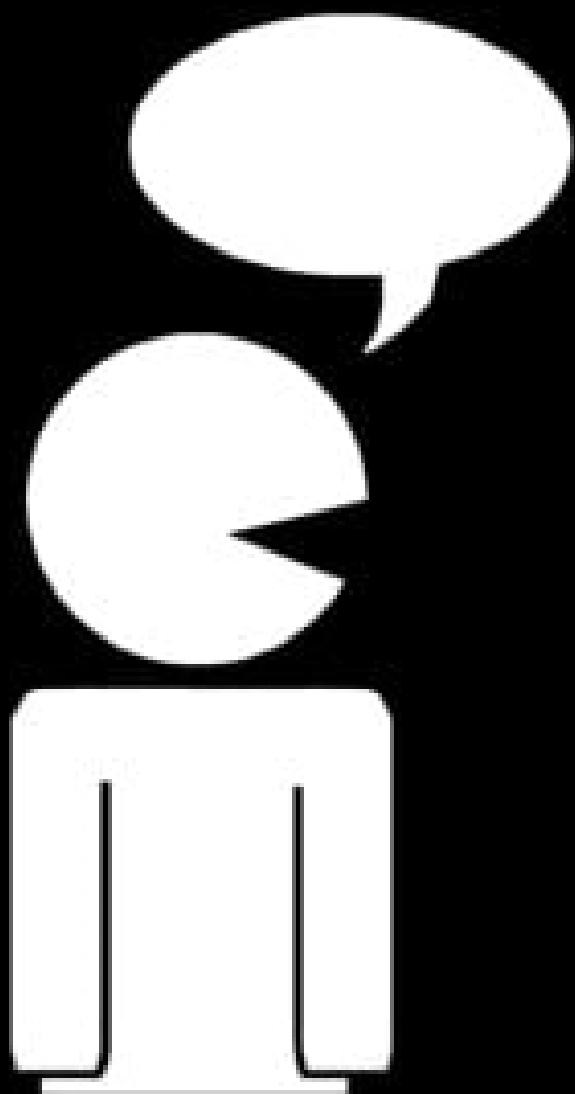
John W. Meyer

Professor Emeritus of Sociology – Stanford University

$$E = K \times A^2$$







Ergooaching
als preventieve
maatregel?

Key indicator Method for assessing and designing physical workloads with respect to manual Lifting, Holding and Carrying of loads ≥ 5 kg (KIM-LHC)

1. 项目背景	2. 项目目标	3. 项目范围	4. 项目组织	5. 项目计划	6. 项目执行	7. 项目监控	8. 项目收尾
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1st step: Determination of time rating points

Frequency (Hz) ... 10000 Hz	0	50	100	150	200	250	300	350	400	450	500	550	600	650	700	750	800	850	900	950	1000
Time (ms) ... 1000 ms	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9	9.5	10	10.5	11

Test step: Determination of the selling points for other indicators

deflection load weight ¹⁾	Load rating points for steel	Load rating points for aluminum
2 up to 2 kg	4	6
= 2 up to 10 kg	6	9
= 10 up to 16 kg	8	12
= 16 up to 20 kg	11	17
= 20 up to 22 kg	13	19
= 22 up to 27 kg	16	24
= 27 up to 30 kg	19	29
= 30 up to 40 kg	24	36
= 40 up	30	45

*Effective 2008, each employer is required to pay the employer's share of the \$2000 annual family health care premium. If the employer is not required to pay the employer's share, the employer must pay the employee's share of the premium. If the employer is not required to pay the employer's share, the employer must pay the employee's share of the premium. If the employer is not required to pay the employer's share, the employer must pay the employee's share of the premium.

Load handling conditions	Rating points
Load is handled with both hands and symmetrically	0
Load is handled symmetrically with one hand and/or asymmetrically, one-hand load distribution 0.60-0.40 the two hands	1
Load is handled asymmetrically with one hand or unstable load centre	4

Whole numbers³
The movement may take place in both directions, i.e. the programme should can express both part and first of the last landing operation. If there are several programs in one file, they may be combined in the same. In addition to this, the numerical number of the row, the last number, grouping and a decimal from the last, starting with a last time and giving above above but that is also the movement number.

2nd / month	7 month / start	Rating points	2nd / month	7 month / start	Rating points	Additional points (max. 4 points) Only relevant when applicable											
		1			10 ⁰	Goodness: looking and/or arms extension of the trunk standstill	+1										
						Frequency: looking looking and/or arms extension of the trunk standstill	+1										
		2			12 ⁰	Look and/or arms occasionally at a distance from the body	+1										
						Look and/or arms frequently / occasionally at a distance from the body	+2 ⁰										
		3			14 ⁰	Arms raised occasionally, hands between arms and shoulder level	+2.2										
						Arms raised frequently, constantly, hands between arms and shoulder level	+1										
		4			16 ⁰	Hands occasionally above shoulder height	+1										
						Hands frequently / constantly above shoulder height	+2 ⁰										
		5 ⁰			20 ⁰												
						<table><tr><td>3⁰ rating points</td><td>+</td><td>Additional points</td><td>+</td><td>Total</td></tr><tr><td></td><td></td><td></td><td></td><td></td></tr></table>	3 ⁰ rating points	+	Additional points	+	Total						
3 ⁰ rating points	+	Additional points	+	Total													

* The typical basic procedure, after turning off and putting down the bed and to be taken into account in particular. Raw questions can be asked, the effect of turning back is limited up to a certain position, e.g. after repositioning the patient, the shoulders are to be kept supported, higher the head, the more the back is supported, the more the back is supported.

⁴ There are two aspects to this. It is important to ensure the *substantive* and *procedural* aspects of the process

Performance working conditions (DIN62077 only when applicable) indicate no maximum in the table and to be kept the lowest accordingly Time duration can be years		Estimated rating point 50%	) 68
Random position and movement: 	Occasionally at the end of the movement range frequently/constantly at the limit of the movement range	1 2	
Force transfer application restricted: space difficult to grip / greater holding forces required / no shaped grip / soft grip		1	
Force transfer application considerably hindered: space fairly, difficult to grip / slippery, soft, sharp edges / no hydraulic pipe / soft pipes		2	
Adverse ambient conditions: unfavourable weather conditions enter physical workload caused by heat, drought, sun, etc.		1	
Optical conditions restricted: work area of less than 1.5 m², floor is moderately dirty and slightly uneven, slight depression of up to 2", slight resistance visibility, seat must be positioned precisely		1	
Optical conditions unfavourable: significant restricted freedom of movement in space for movement is not high enough, working in confined spaces, floor is very dirty, uneven or rough, ceiling, knee / footrest, stronger inclination of 3- 12°, resistance visibility, seat must be positioned very precisely		2 ⁰	
Quarries: extensive physical workload due to imposing nature of equipment (e.g. when using heavy cut, chains, vibratory, pressure, etc., resistance, vibration, pressure, etc.)		1	
Unfavourable due to holding: carrying: The seat has to be too narrow + 1 and 10 seconds or more over a distance between + 2 m and 2.5 m		2	
Significant unfavourable due to holding / carrying: The seat has to be too + 10 seconds or more over a distance + 3 m		3 ⁰	
Notes: these are no unfavourable conditions		0	

* Please Note: There are unfavorable weather conditions when sampling birds in the field has to be sampled over the hours = 10:00 AM to 12:00 PM. It is to be evaluated using the KMS-BSM.

Work organization / response distribution	Rating score
Class: frequent variation of the physical workload situation due to other activities (including other types of physical workload) / without a high sequence of higher physical workload within one type of physical workload during a single working day	0
Intermediate: rare variation of the physical workload situation due to other activities (including other types of physical workload) / occasional high sequence of higher physical workload within one type of physical workload during a single working day	2
Intermediate: frequently and / or variation of the physical workload situation due to other activities (including other types of physical workload) / frequent high sequences of higher physical workload within one type of physical workload during a single working day with significant health risks	4

Self-identity: Evaluation and measurement

		Men	Women
Ineffective hand support			
Lined handling constraints	a		
Total body posture	b		
Uncomfortable working conditions (1-6b)	c		
Work organization / temporal distribution	d		
I can tolerate exercise	e		
I feel at ease when not working	f		

[†]The left column is unaligned and the table below can be used as the basis for a rough estimation.

Size	Size range	Intensity of color	Frequency of use	Frequency of physical contact	Remarks	
	1	< 50 years	low	0	Protein content is unlikely to reach the level of exposure	None
	2	50 - 44 years	slightly increased	1	Protein content is positive for weak reaction patterns. Large, long-lived antigen proteins can be compared for during acute risk.	For weak reaction patterns, complete design and other parameter measures may be helpful.
	3	40 - 100 years	substantially increased	2	Protein content is also positive for normally reaction patterns. Disorders such as food allergy, including dysfunction, resemble in most cases, without morphological manifestation.	Complete design and other parameter measures should be considered.
	4	> 100 years	high	3	Protein content is high. Low predicted disorder and/or dysfunction, structural damage with antibody response.	Complete design measures are necessary. Other parameter measures should be considered.

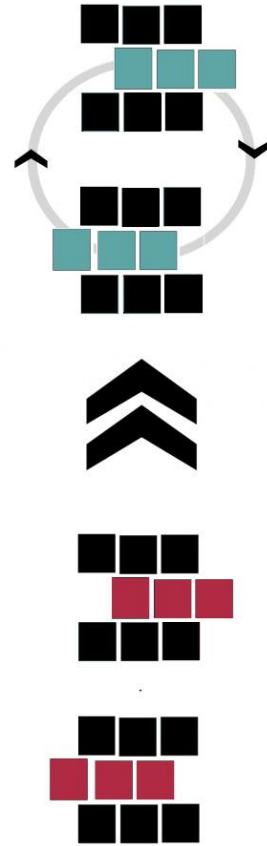
The discrepancy between the observed and full because of the individual working conditions and performance conditions. The classification may involve any or a number of other factors. Such factors as assumed that the probability of physical workload will increase as the work intensity increases.

Iedereen coach!?





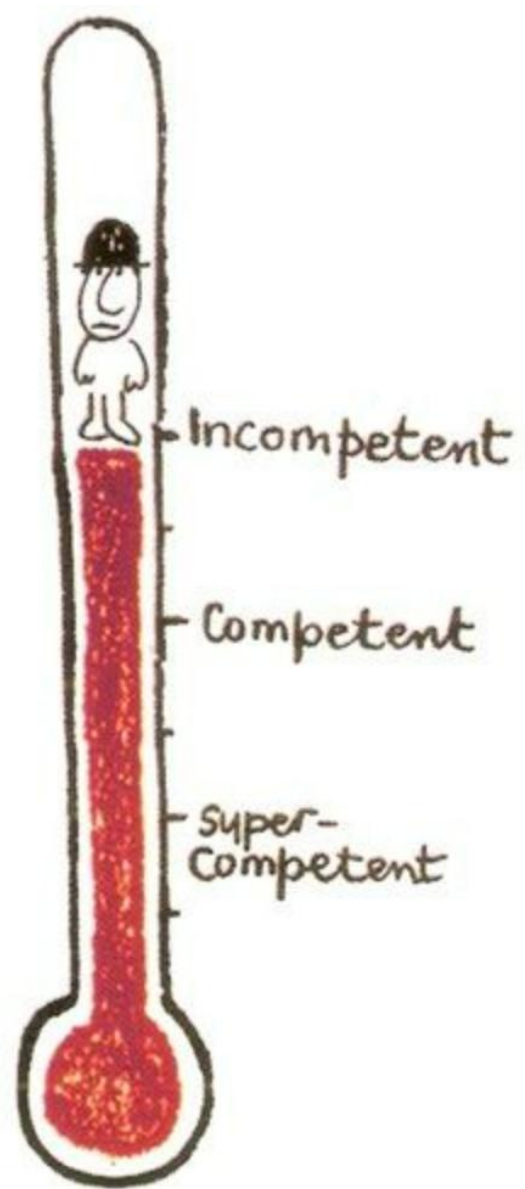
Preventiemaatregelen



Preventiemaatregelen







	COACHING	COACHING	COACHING
TYPE	DIRECTIEF	FUNCTIONEEL	TRANSFORMATIEF
AANLEIDING	Onaangepast gedrag	Ontbreken van bepaalde vaardigheden - gedrag	Aanvoelen van onderbenutting volledige potentieel
OP VRAAG VAN	Extern	Extern - Intern	Intern
DOEL	Aanpassen gedrag	Begeleiden naar bepaald gewenst gedrag	Verbinding met het eigen vermogen -> verandering
HOE	Opleggen van oplossingen door de coach	Knelpunten analyseren en komen tot verandering door aanreiken van alternatieven/oplossingen door de coach	Coachee ontgint in eigen hoofd de mogelijkheden en oplossingen dankzij gerichte vragen van de coach
VOORBEELD	Gesprek met leidinggevende	Business coaching	Life coaching



**Koop
Ergonomie
nu!!**





I WANT TO
CLIMB THE STAIRS
TO FITNESS

I WANT TO
CLIMB THE STAIRS
TO FITNESS

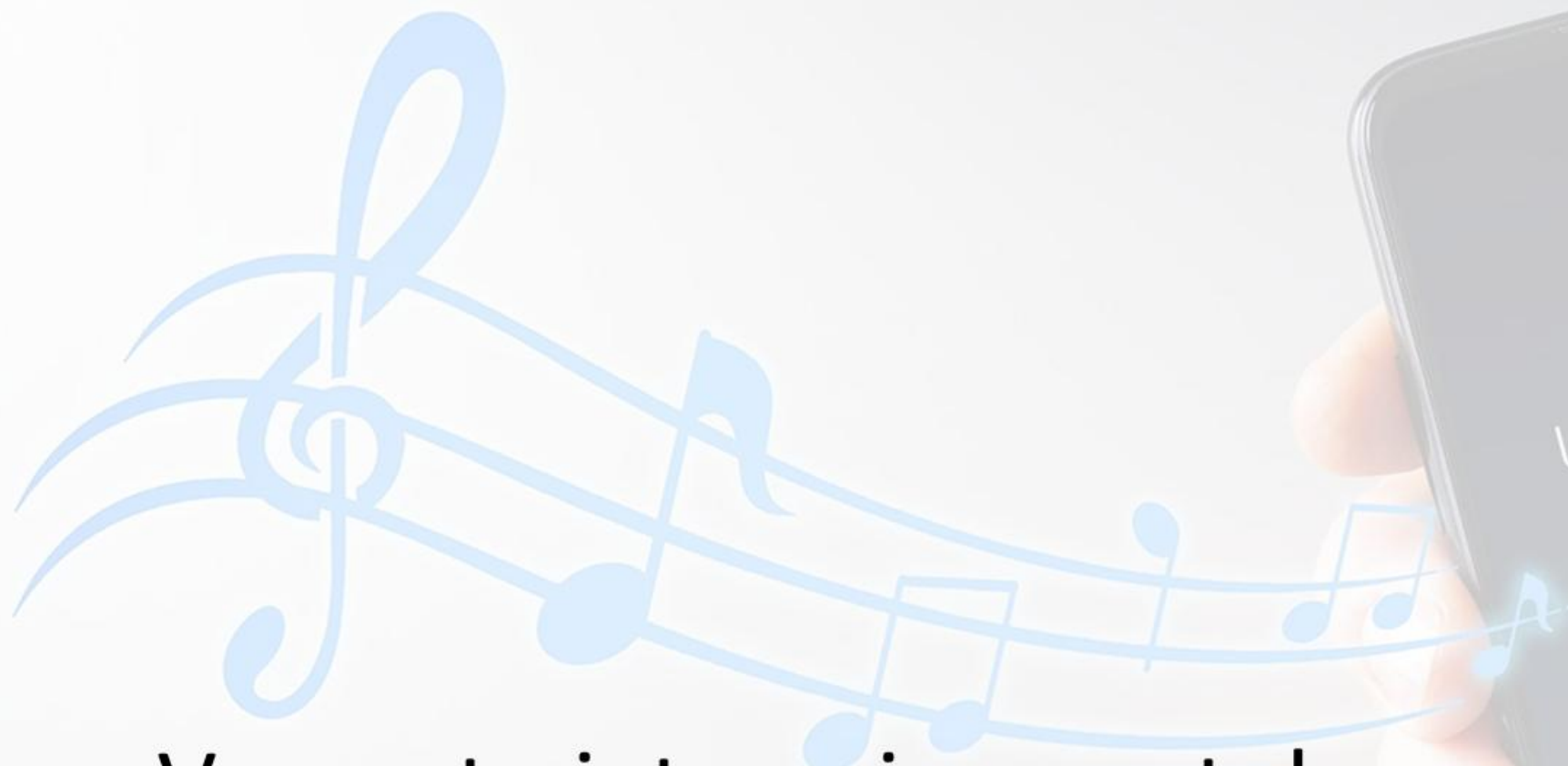
AIM FOR 150 MINUTES OF
PHYSICAL ACTIVITY A WEEK



If you change your mind ...

De trap staat al klaar!





Vergeet niet om je smartphone opnieuw op
“bellen” te zetten bij het verlaten van de zaal

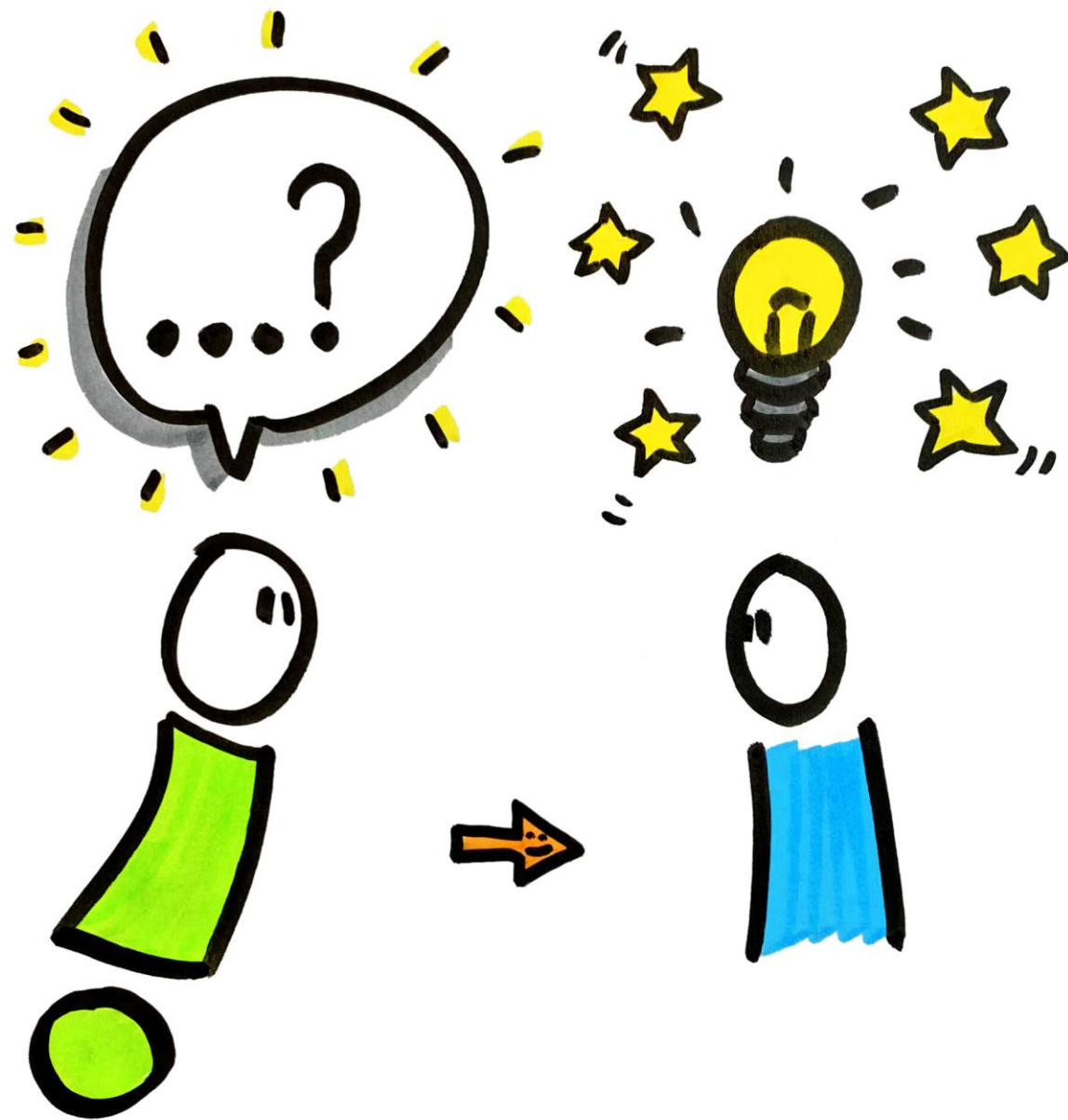
The background of the slide features a collection of colorful, abstract shapes. In the upper half, there are several speech bubbles in various colors including orange, purple, light orange, green, and blue. In the lower half, there are overlapping silhouettes of human heads and shoulders in colors like blue, orange, yellow, purple, light blue, green, and pink. The overall style is modern and graphic.

Communicatie

- Theoriën (massa's)
- Verbaal / Para-verbaal / Non-verbaal
- Beïnvloeding?
- Juiste verhouding INHOUD en VORM of toch nog iets anders?
- De betekenis van communicatie ligt in de reactie van de ander (en dus **niet in je intentie !**)











***Luisteren
om te...***

begrijpen

Empathisch

Aandachtig

Selectief

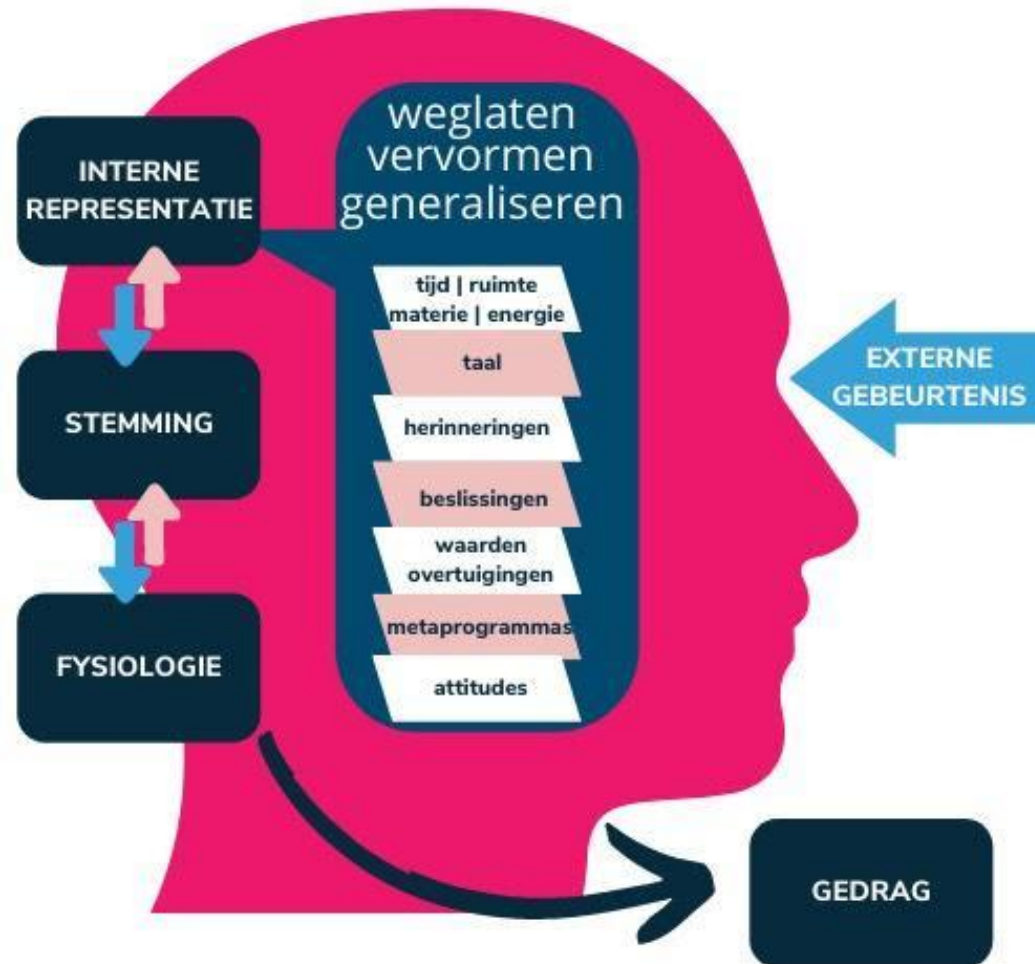
reageren

Doen alsof

Negeren



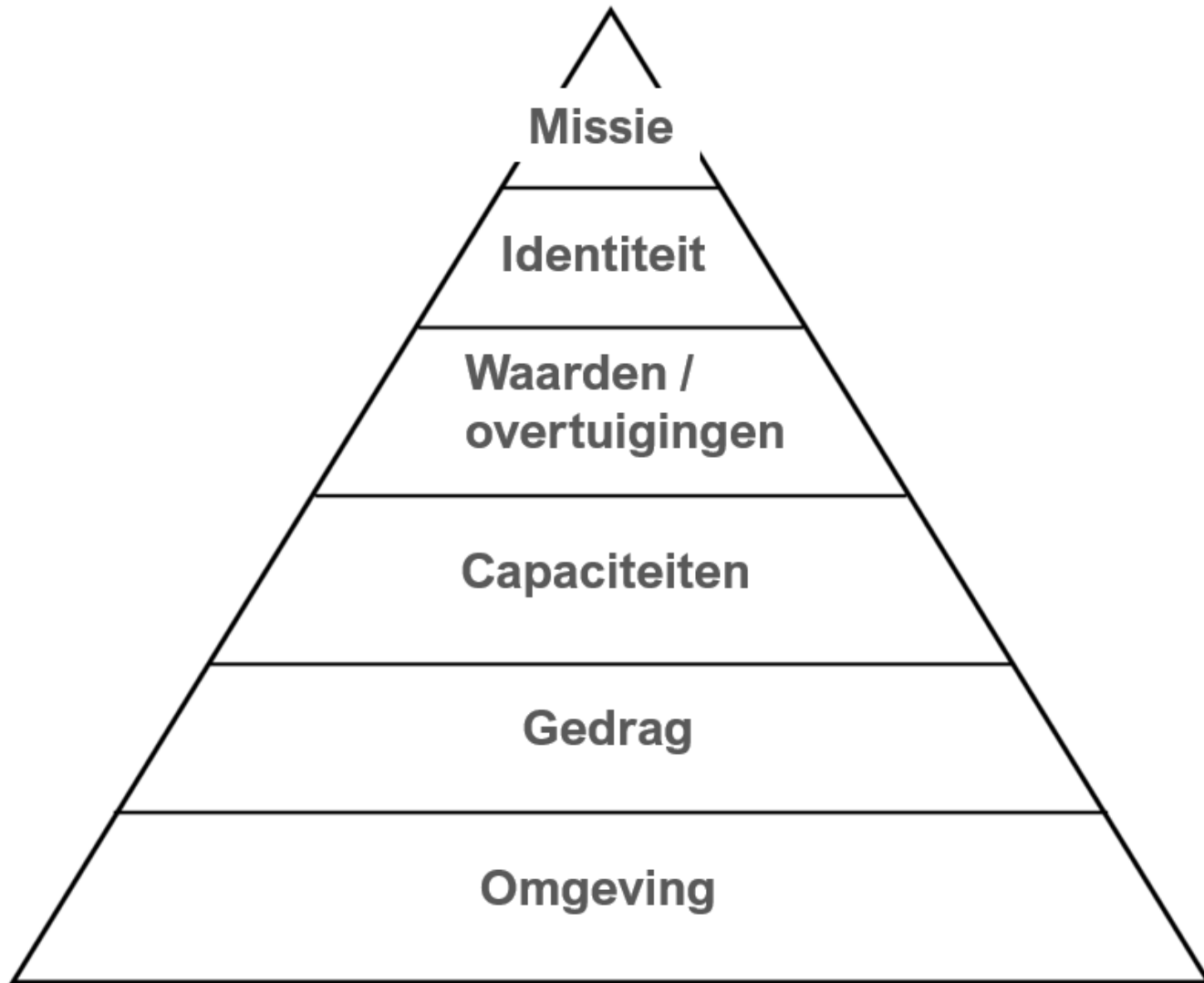
Model van de wereld



“Afstemmen”



Logische niveau's (Gregory Bateson)



Wat wil je bereiken

Wie ben je?

Waar geloof je in?

Wat kan je?

Wat doe je?

Waar ben je? Met wie?



*Mensen verzetten zich zelden tegen
verandering op zich.*

*Ze verzetten zich tegen gedwongen
veranderd te worden.*

Peter M. Senge

