

**GLOBAL WAR
ON ERROR**

Flight Test Discipline

Anchor Point of Professional Flight Testing

“Waging and Winning the Battle Within”

SETP/ SFTE Safety Workshop

GWOE/ SETP



My Purpose

- **Introduce “Culture of Discipline” Concept**
 - Disciplined Self - Flight Test Team Discipline
- Self Management
 - Disciplined Judgment
 - Disciplined Action (**Think under Stress**)
- **Your Goal:**
 - Develop “**Excess Workload Capacity**”
 - Learn to “**Live on the Edge of Chaos**”
 - **To be an Effective Tester – Minimize Errors!**

Today's Operational Goal

Achieve a renewed understanding of the **essence** and **importance** of professional:

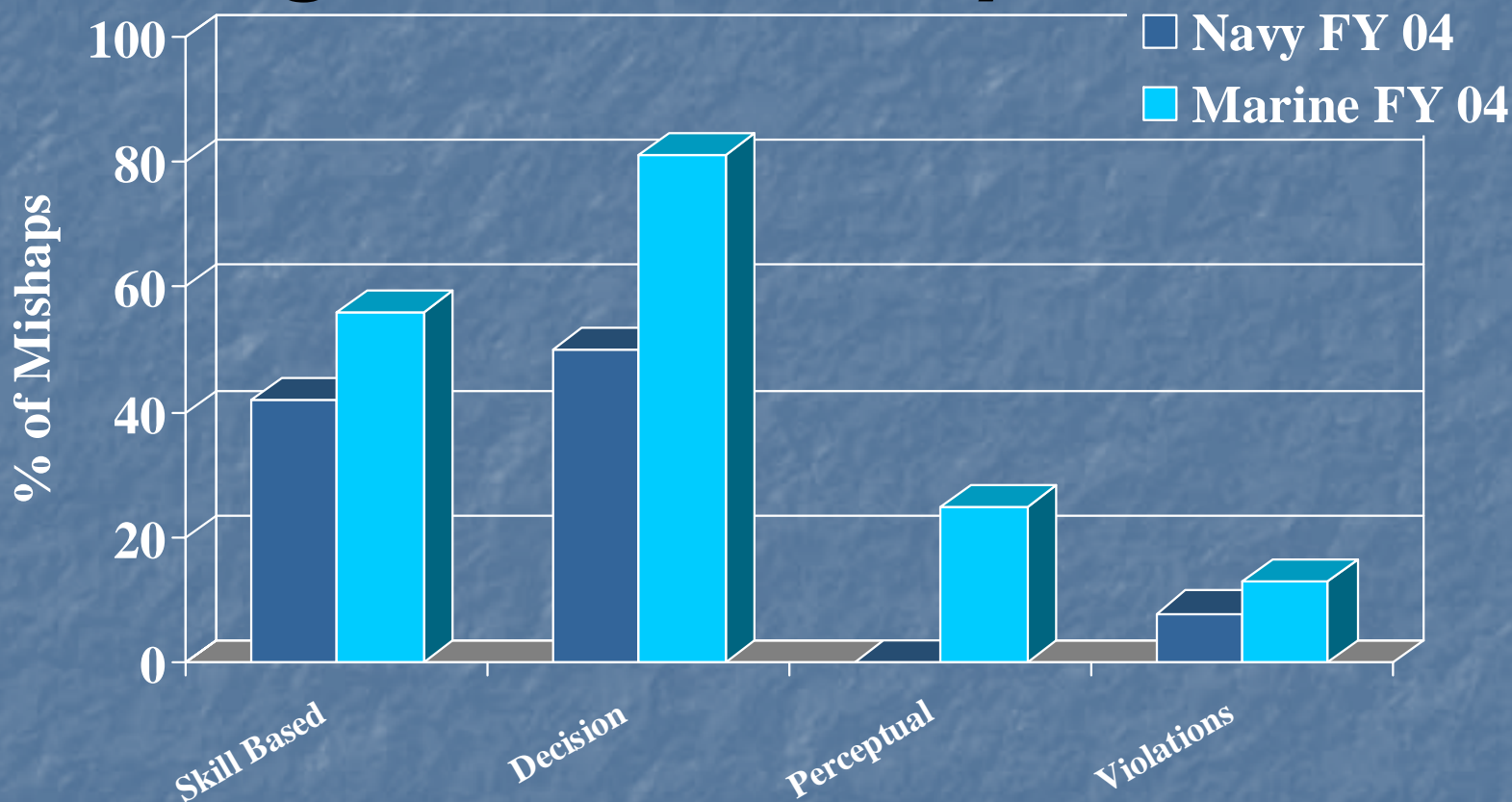
Flight Test Discipline

Flight Test Discipline – What is it ?



Flight Test Discipline is the ability and willpower to safely test an aircraft within regulatory, organizational, and common sense guidelines, in the presence of temptation to do otherwise. (Kern, 1998)

Why Focus on Compliance - *Flight Test Discipline?*



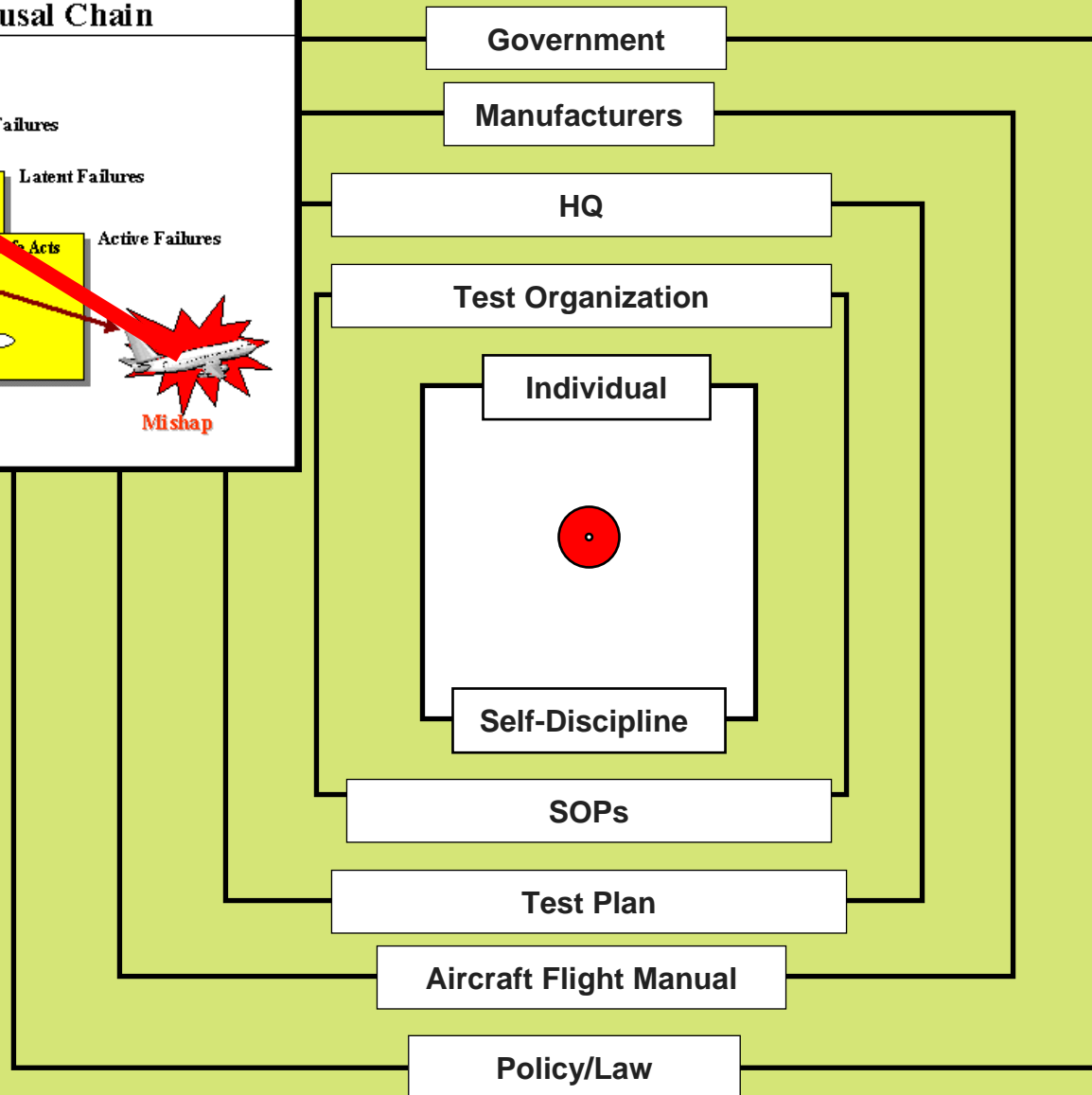
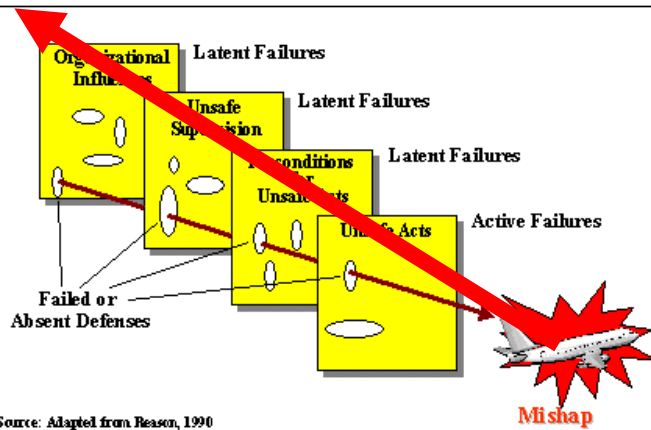
Human Factor Errors (Unsafe Acts - Aircrew)

Source: Integrated Product Team, Naval Safety Center

Why Focus on Flight Test Discipline ?

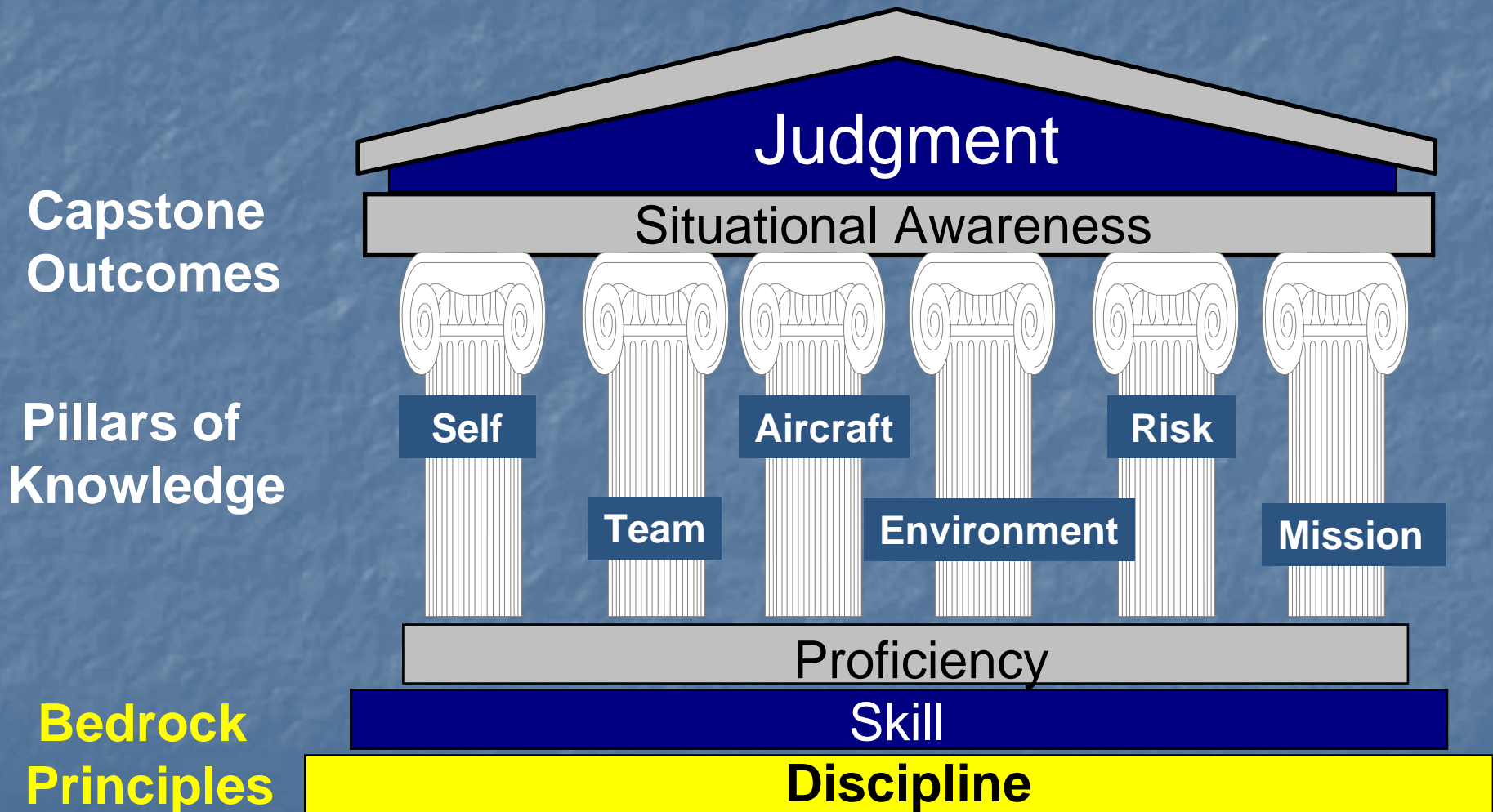
- Discipline is a **“tipping point”** phenomena
- Violations break down any SAFETY system
 - negate the protection and synergy provided by policy and procedures
- Trust breaks down
 - can no longer assume that procedures will be followed (start by fixing the “broken windows”)
- **LEADERSHIP TOOL: If you do only one thing, fight to restore the integrity of important policy and procedures**

The Reason Model and Accident Causal Chain



Without Professional Discipline, the System Does not Support You

Flight Test Discipline is the **Cornerstone** of Professionalism



The diagram features a central yellow rectangular box with a black border, containing three lines of bold black text. The box is flanked by two vertical white arrows pointing downwards. The left arrow is positioned to the left of the box, and the right arrow is to the right. The text inside the box is as follows:

**Policy and procedures
are organizational
cornerstones.**

**Compliance is an
personal cornerstone.**

**Too many procedures
breeds non-compliance
in a mission oriented
culture.**

**Continuous
updating of
procedures
to avoid
recurrence
of past
accidents
and
incidents**

**Actions sometimes
necessary to get the
job done**

Reason, Human Error

**History
of system**

Types of Non-Compliance

Routine: Frequent, known and unofficially condoned

Optimizing: Workarounds, streamlining, do things “better” outside the boundaries

Situational: “Just this once . . .” due to unforeseen/unplanned for situations

Rogue violations: Busts rules “because I can” – ego driven, progressive deviations

So what?

Many Faces of Flight Test Discipline

- ✓ **Organizational** discipline
- ✓ **Crew** discipline
- ✓ **Personal** discipline
- ✓ All together form systemic discipline –

“ A Culture of Discipline ”

each impacting the other through formal and informal pressures**

**** be wary of visiting VIP's and Photo Ops**

