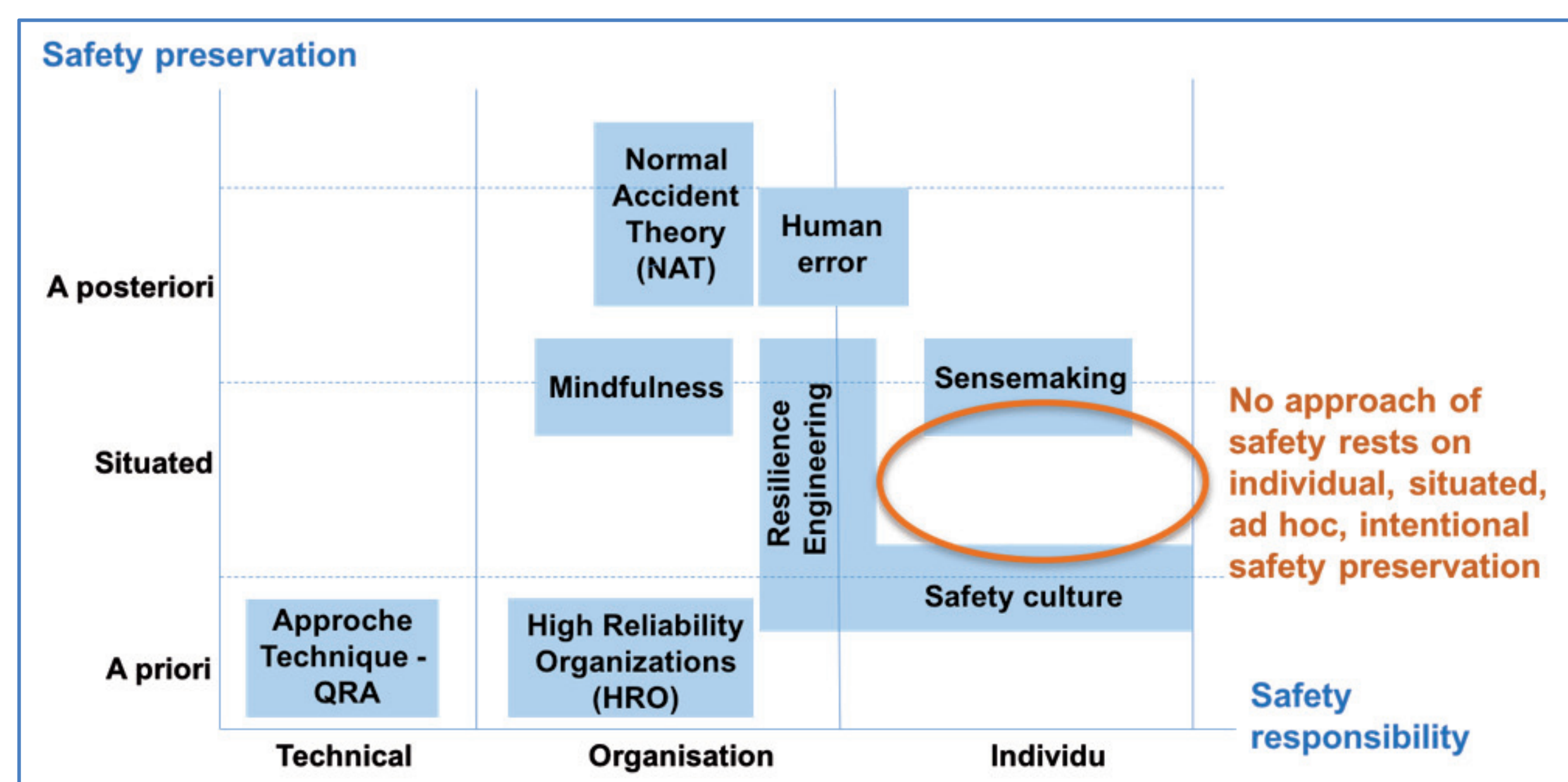


In a complex environment, where rules cannot anticipate all situations and cognitive abilities are cannot deal perfectly with the load of information necessary to make a perfectly rational decision, intention is central to safety preservation.



A French contemporary philosopher, **Paul Ricoeur**, is heuristic to analyse **intentional, ethical action**.

His concept of “**practical reason**” (Ricoeur, 1986 (1991)) is the practical tool individuals use to decide on courses of actions that are simultaneously strategic (i.e. rational) and ethical. It is the central feature of a broader “**practical humanity**”, a set of **ethical sentiments and behaviours**.

Ricoeur's concept	Most immediate implications for safety preservation in organizations
Practical reason - Individual desires, freewill - Motives ("reasonable desires") - Teleology - Ethical aim	- Renewed implication at work thanks to reconnection with individual desires - Enhanced relevance of action thanks to dialogue on motives - Better chances of success in uncertain environment thanks to teleological dynamic - Focus on ethics, i.e. care for others leading to raising awareness on preserving others' safety
Articulation Morals (rules) - Ethics (aim)	- Better rule compliance thanks to better appropriation - True autonomy combined a solid system of rules leading to enhanced implication
Deliberation	- Modus operandi to face situations where rules don't apply / trade-offs are necessary - Where rules don't apply, a shared principle of action (ethics, solicitude) helping make various decisions in one identical direction
Self-respect / Respect for others	- Enhanced compliance with rules thanks to autonomy and ongoing reflexive evaluation - Centrality of excellence - Development of positive sentiment towards oneself and others, leading to better interindividual relations
Self-esteem / Solicitude	- Conceptualization of actions as needing interpretation, relevant in particular for incident analysis / feedbacks - Care for oneself and for others central raise awareness on the preservation of safety
Narrative identity	- Continuous reflexive analysis of one's actions leading to enhanced - Active implication to interpret one's actions and build a coherent life tale oriented towards ethics
Just institution	- Organizations should open the possibility to dialogue and critically evaluate rules in order to ensure both free action, autonomy and relevance - Organizations should leave room for individual speech to allow for dialogue and expressions of narrative identity

We design a tool to identify traces of practical humanity in real-world safety practices and define the concept of “practical safety”, which can be implemented in organizations.

	Ethical sentiments			Ethical acts				Standards of excellence
	Desires, motivations, motives	Self-respect, Self-esteem	Respect of others, solicitude	Hermeneutic analysis	Practical Team manager asoning	Narrative configuration	Deliberation	
Operator 1								xx
Operator 2	x	x	x			x		xxxx
Operator 3	xxxxxx	x	xx		x	xx		xx
Operator 4	xxxx					x		xx
Operator 5	x							xx
Operator 6	x				x	x		x
Operator 7	x	xxx				xx		xx
Operator 8	xxx	xx	x		xx	xx		xxxx
Operator 9	x					xx		xxxx

Practical safety, “the ability of individuals to appropriate safety as an internal value, which enables them to decide on a course of action that preserves the safety of others as well as their own, when a situation requires them to do so” (Blazsin, 2014)