

**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:

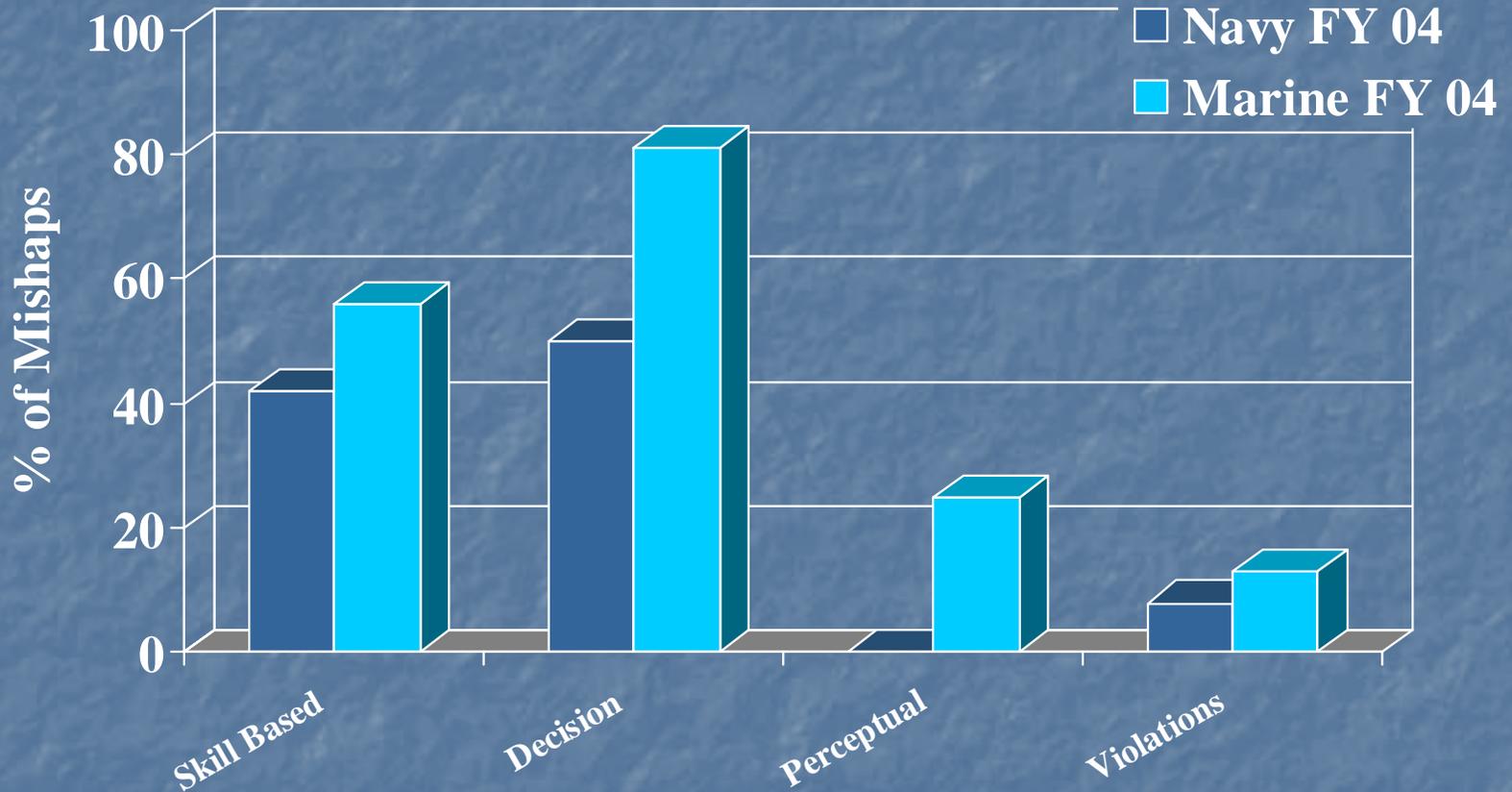
***Flight Test Discipline***

# *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?*



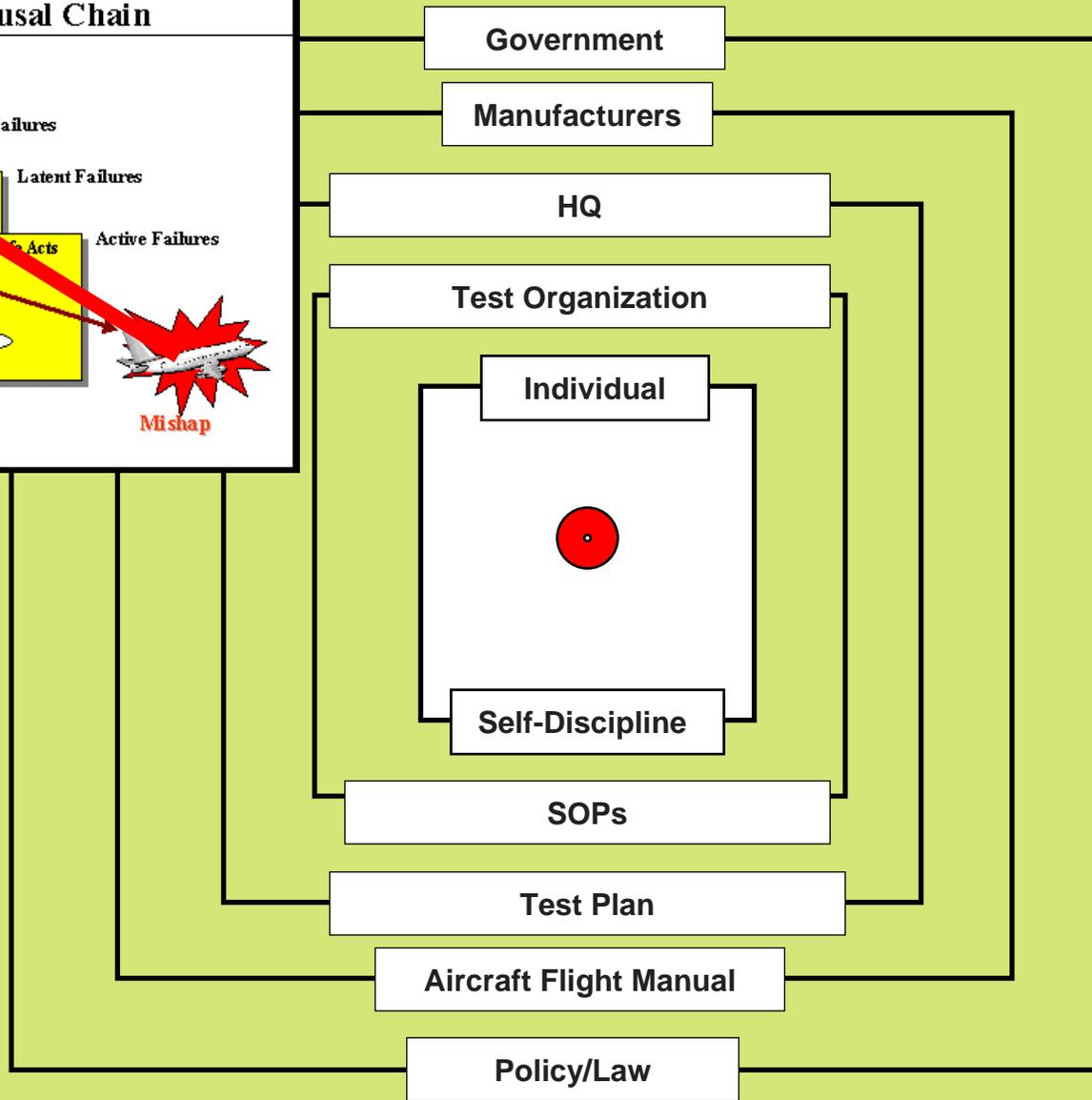
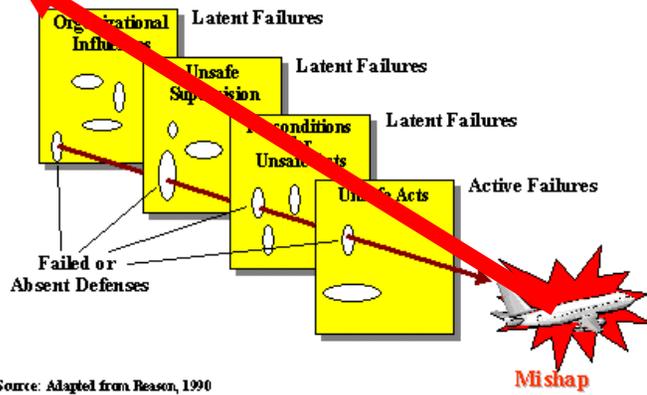
Human Factor Errors (Unsafe Acts - Aircrew)

Source: Integrated Product Team, Naval Safety Center

# Why Focus on Flight Test Discipline ?

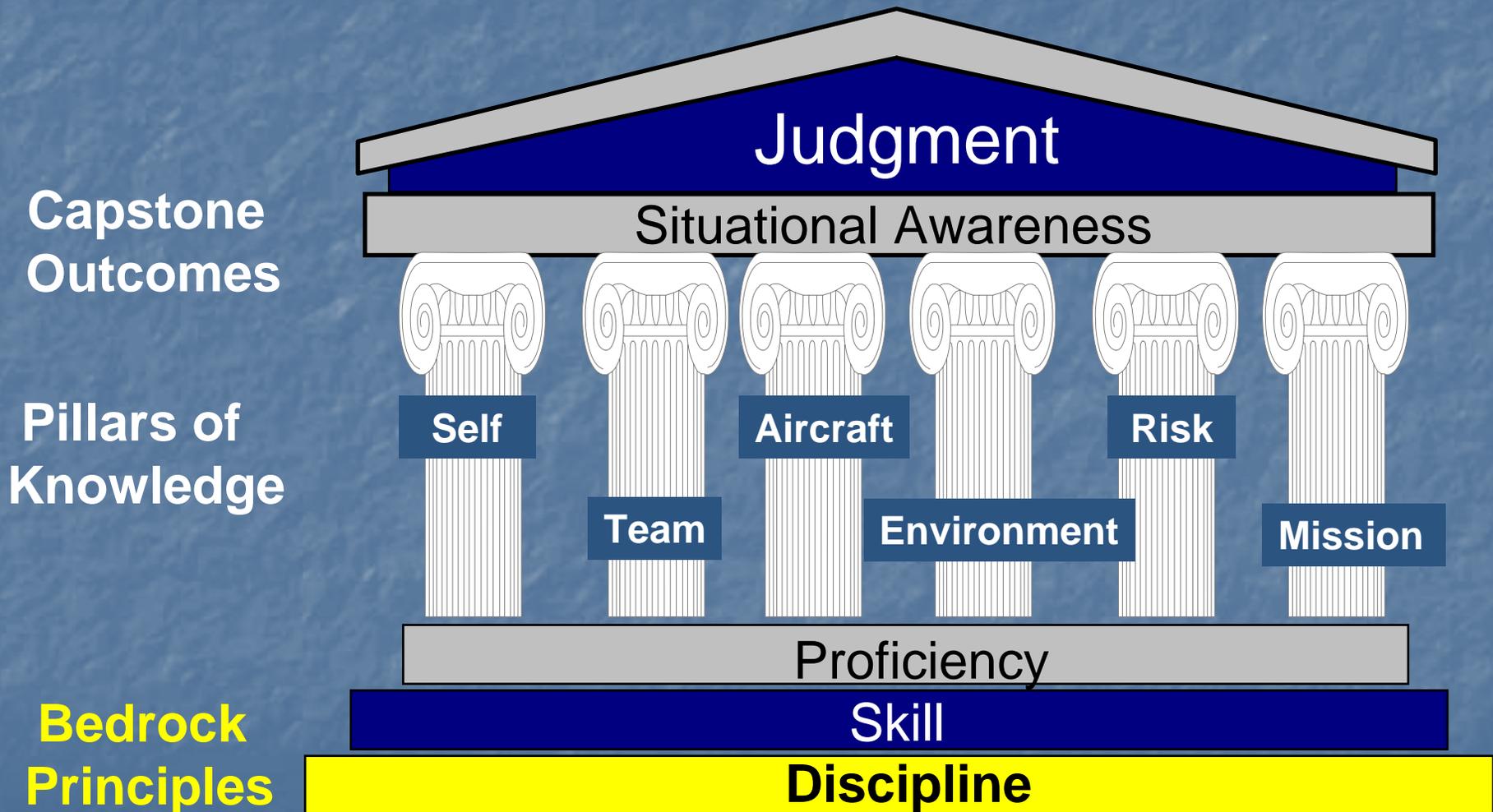
- Discipline is a **“tipping point”** phenomena
- Violations break down any SAFETY system
  - negate the protection and synergy provided by policy and procedures
- Trust breaks down
  - can no longer assume that procedures will be followed (start by fixing the “broken windows”)
- **LEADERSHIP TOOL: If 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



**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**

**History  
of system**

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

*Reason, Human Error*

# 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**

