



# taylor'd ERGO TIMES

## Introducing Kristina Zucchiatti

We interviewed our newest ergonomist, so that you could get to know her. Just for fun, we presented the interview questions to the rest of our team, as well. See if you can identify who provided the responses below.

### Q. Why did you decide to study ergonomics?

*Kristina: As a Kin, I had clients that were injured at work and I realised that I wanted to play a more proactive role. With ergonomics, I have the opportunity to objectively analyse jobs, and to determine the risk of injury, and to be creative in developing solutions that reduce or eliminate that risk.*

The rest of us:

- I was a student member of ACE, I took some engineering courses, and I had a co-op term in a usability lab.
- I had a co-op job in ergonomics, working with Taylor'd Ergo. I also liked biomechanics, physics, and math.
- I had summer jobs in recreation, occupational therapy, and fitness, and I was still searching. A friend told me about this amazing course she was taking that applied kin to industry.

### Q. What are you looking forward to?

*Kristina: Learning and developing my skills, while being exposed to a variety of industries.*

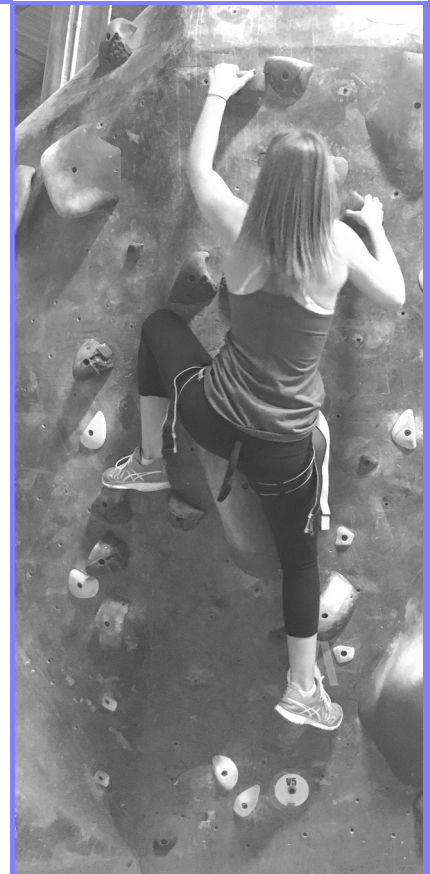
The rest of us:

- Design challenges are the most fun for me.
- Every day is different!
- I am excited to see how technology will be used to enhance our practice.

### Q. What is the most interesting aspect of your work so far?

*Unanimous: Every day is like an episode of "How things are made," only better, because we can influence how people work and make their lives better.*

*continued...*



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### Our team

**Carrie Taylor**  
M.Sc., CCPE, CPE, R.Kin.  
Principal Ergonomist

**Karen Hoodless**  
M.Eng., CCPE, CPE  
Ergonomist, St. Marys

**Josie Blake**  
B.Sc.(Hon.Kin.), AE  
Ergonomist, London

Kristina Zucchiatti  
B.A.(Hon.Kin.), AE  
Ergonomist, Mississauga

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All of our ergonomists are members of:





### Q. What are your favourite pastimes, outside of work?

*Kristina: Spending time with family, Netflix, TRX suspension training, and reading (esp. murder mysteries)*

The rest of us:

- Hiking, reading (murder mysteries), renovating, yoga,
- Line dancing, renovating, yoga, reading (historical fiction)
- Running, tabata training, reading (historical fiction), hiking

(Not sure which response came from which ergonomist? Hint...the responses are in the same order. See page 4 for the answer.)

*We found some relatively common ground amongst the four of us with yoga, so we thought we'd encourage our readers to participate. See if you can hold these "ergo yoga" poses for one minute each:*



*ergo*

## Race for an ergo intern!

*(Yes, the interns are really free. For mentorship, we charge a reasonable fee.)*

Last year, the first batch of interns emerged from Fanshawe's Advanced Ergonomics program with enthusiasm to spare. Three of our clients brought interns on board under our mentorship, and the feedback was great, both from the companies, and the interns. We have subsequently hired a Fanshawe grad full time (see page one).

Our involvement in this process has convinced us that we were on the right track to offer this "mentorship" service. The Fanshawe program is a crash course on all aspects of ergonomics, but it doesn't allow much time for hands-on practice.

Much like a university grad without co-op experience, the interns "know about" the various tools that we use, but they haven't had time to apply them more than once or twice, and so they are not aware of the traps, tricks, and potential landmines that they entail.

We had one student working on PDAs and some ergo design work on a automotive parts new line. Another student worked on PDAs in a municipality. And a third worked on PDAs and some ergo project work in a manufacturing facility. Only one of the interns attended our PDA training, and the feedback from the other clients was that this training would have allowed the interns to get up and running more quickly.

Our ergonomist was onsite one day per week, to assist with difficult measurements, provide technical expertise with our analysis tools (which the client didn't have access to), and to provide leadership, accountability, and quality control. The feedback from the clients indicated that the mentored internship leveraged the ergonomist's time very well; a lot of work was accomplished, with the client paying only for the ergonomist's time.

Don't miss your opportunity to get 8 weeks of free

### More FREE stuff

#### Ergo speakers

If your *professional association* is looking for a speaker on an "ergo" topic, please contact Carrie. We would be happy to come out to speak with groups of human resources professionals, safety professionals, disability managers, production managers, or engineers! If you are within an hour radius of one of our offices, we'll come at no charge! (We also offer many seminars and workshops for groups of *employees*—call for pricing.)



#### Coffee with Carrie

If you can spare a half hour to chat about your ergo program, Carrie would be happy to meet you for coffee, or even chat on the phone. We'd love to hear about how you're currently handling MSDs, quality issues related to worker performance, and productivity bottlenecks. If you're doing great on your own, perhaps we can learn from you. Or, maybe we can help you to improve!



#### E-news

Get insightful news about ergonomics, every 2-3 weeks, including this newsletter.

**E NEWS**

**Become an on-site ergo client.** Our regular ongoing clients get loads more free stuff, including:

- an ergo contest every 3 months, including prizes
- a monthly ergo bulletin to share with workers, as a slide show or on a bulletin board
- access to hundreds of one-page info sheets and puzzles on a huge variety of topics





intern support. If you'd like to use our services, please contact Carrie and she'll help you get connected. If you have the in-house resources to mentor the intern, contact Allison Angold-Stephens at [astephens@fanshawec.ca](mailto:astephens@fanshawec.ca). Don't delay—first rounds are closing on February 9th. (There were more placement opportunities than interns last year.)

P.S. If you miss out on a “free” intern this year, you can hire a co-op student, and use us to train and mentor the student. Contact Carrie for details.

## What's new at Taylor'd Ergo?



- We're using a **new office ergo report template** that includes more of the dimensions that we measure, and provides separate recommendation summaries for the employee and his/her manager.
- We're including **cognitive demands analysis in our PDAs**, so they'll have a broader use in the workplace.
- The **CSA Z-412 document** was recently updated. We're integrating it into our Office Ergo workshop (Feb 7—see last page for registration details), as well as our office ergo face-2-face workshops and our assessment process.
- Our office ergo **awareness program** was almost ready at press time—this is a 12-month series of slide shows to assist employees in offices where **sit/stand stations** have been introduced. This will also be offered as a one-hour hands-on workshop.
- **Karen Hoodless** has been very busy in her new role as **President of the Association of Canadian Ergonomists**.
- **Kristina** received word that her application for “**Associate Ergonomist**” certification through the Canadian College for the Certification of Professional Ergonomists was accepted.
- What is Kristina doing in the photo on the front page, you ask? For our **staff Christmas party**, we went rock-climbing, and then out to dinner. Ergonomists really can't stop studying people in motion—we learned that those of us with smaller bodies and less upper body strength tended to be more deliberate in our choice of grips, and we used our legs more to push ourselves up. (Our spouses, on the other hand, with greater upper body strength, tended to reach as far as they could, and pull up with their arms. They were sore the next day, while we were not.) We also discovered that some of our team members are quite competitive! Oh, and it turns out Carrie is afraid of heights.



## Cognitive abilities

*(Excerpted from our Winter 2018 ergo contest, which we provide at no charge to our on-site ergo clients.)*

We've been thinking more about cognitive demands and abilities lately. One of the common cognitive limitations is associated with short term memory. Wondering if your mother, spouse, or friend might be starting to develop dementia? Want to test your own memory? Read about the test below, read the workshop outlines on the following page, and then flip the page upside down and see if you can answer the question.

1. Name any three objects. (For example, try to remember these three: mannequin, scissors, spa.)
2. Ask the person being tested to repeat them back to you. (To test yourself, close your eyes and say the words out loud.)
3. If s/he cannot repeat them, even after a few tries, make an appointment with the doctor right away.
4. Now, ask the person to draw a regular, analog clock, including the shape, and all the numbers on the clock. Again, if s/he has trouble, encourage him/her to see a doctor.
5. Ask the person what three words you gave him/her at the beginning of the test. If s/he remembers all of the words, s/he is probably not suffering from dementia! If s/he can't remember any of the words, s/he might be developing dementia.

The test above is called the “Mini-Cog”. You can find many other tests for dementia online. (<http://www.alzheimersreadingroom.com/2016/04/alzheimers-dementia-memory-test.html>) If the person cannot draw the clock, or if it looks abnormal, the test indicates “probable” mild cognitive impairment or dementia. However, people who cannot pass this test could be suffering from some other illness or injury. In fact, recalling random objects from a list is also a component of some concussion tests. (<http://www.nj.gov/education/aps/cccs/chpe/concussions/SCAT2.pdf>) This is why it is important to consult your doctor and a memory specialist, if the test gives you cause for concern.

## Missed our blog?

Here's what we've been talking about lately:

- Highlights from the CSA Z412 updated Office Ergo standard
- Move your mouse and fix your shoulder (the case for left-mousing)
- Concerned about cognitive demands? (building CDAs into your PDAs)
- How to pick winter treads, for your feet
- How are you affected by poor ergo design? Everyday examples of how 17 design guidelines apply.
- MMH conference—injury stats show that ergonomics programs work

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## Don't miss these Taylor'd Ergo training dates!

For more details, or to register online, please visit our website [www.taylordergo.com/workshop/](http://www.taylordergo.com/workshop/)



Please register me for:



### ☐ **101 Solutions** Wednesday, March 7, 2018

This course will invigorate your ergo or safety team by providing tons of ideas and case studies, and encourage participants to look at problems with a different perspective. Learn to identify and train people to use best practices when appropriate. Learn about simple machines and how these basic mechanical concepts apply in work settings.

\$370+hst HST#89765 6377



### ☐ **Ergo Design** Wednesday, April 18, 2018

Participants, including engineers, safety coordinators, and ergo team members, will learn to incorporate effective ergonomic design features into new workstations, jobs, and layouts, using our detailed ergo design guidelines. Guidelines include height, reach, clearance, tool selection, work flow, and more. This course has been recently overhauled to include more guidelines, and better graphics.

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### ☐ **Physical and Cognitive Demands Analysis**, Wed-Thurs, May 2-3, 2018

This two-day session will allow participants, including ergo co-op students, nurses, safety coordinators, and return-to-work coordinators, to collect data and write an objective, concise physical and cognitive demands analysis report for the WSIB, employee's doctor, physiotherapist, or for internal company use. Participants learn how to measure forces, quantify "repetition", and obtain useful workstation and task photos. They also learn how to identify and quantify cognitive, behavioural, sensory, and communication demands.

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Name(s): \_\_\_\_\_ Company: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

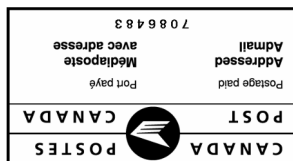
e-mail: \_\_\_\_\_ P.O.# \_\_\_\_\_ (if no PO, please send cheque with registration)

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Interview answers were in the following order, after Kristina's response: Karen, Josie, Carrie.

Dementia test: Without looking back, record the three objects we told you to remember. If you can't remember, read it again, and then wait 5 minutes before trying to recall the items. If you still can't remember, consider making an appointment with your doctor!

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