CONSTRUCTION SAFETY
CONSCIOUSNESS | ALIGNMENT | RESPECT | EMPOWERMENT

Toolbox Talk

	Date	Project	Contractor
Topic: Empowerment - Psychological Safety			

Instructions: Hold the guide with this side facing you and the other side facing your crew. The read the story.

Imagine you're an apprentice, you're fresh out of school or the training center and new to the job site.

You're working with a crew who have years of experience. They are doing things you never could have imagined, but as you observe the work around you, you recognize a potential safety issue from your safety orientation. It's a significant concern that could lead to accidents if left unaddressed. You're hesitant to speak up because you're the new guy and you're afraid of looking stupid or making the crew feel like you are calling them out.

But this is a good crew, the crew leader notices that you seem concerned and asks you directly if there's something bothering you. When you voice your safety concerns, instead of ridicule or dismissal, they listen attentively, thank you for your input, and address the issue immediately.

This positive experience empowers you to be more proactive, not just about safety, but also in your effort to learn the trade. You begin to ask questions and speak up when needed.

The work environment is created by everyone on site. Experience means understanding that your actions and attitude shape job site culture. If you intimidate or dismiss open dialogue, it not only hurts your crew it may get you hurt too.

Lessons Learned - What went well? What improvements can be made?

Fostering Trust: The crew in this story built trust with the apprentice by creating an open and non-judgmental environment. Trust is essential for open communication and safety.

Valuing Apprentice Input: Acknowledging the importance of apprentices' input empowers them to become more actively engaged in safety discussions.

Setting a Positive Example: The crew leader in this story set a positive example for other apprentices and crew members. They demonstrated that speaking up is not only encouraged but appreciated.

ASK: "Does anyone have ideas or comments to share?" Pause for discussion. END WITH ACTION PLAN (ideas for what to ask or say).

- Be Approachable: Be open to communication at all times.
- Show Respect: Acknowledge the value or intention of everyone's input.
- Provide Guidance: Even if someone is mistaken, share your experience and knowledge to help them understand and address the concern.
- Lead by Example: Demonstrate the importance of safety by your actions

Participation acknowledgement

Print Name	Sign Name	Print Name	Sign Name

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TEAM BEHAVIORS

OPENNESS (High)	SUPPORTIVENESS (Constructive) — High	SUPPORTIVENESS (Constructive) — Low
	High-Performing Team • High Trust • Candid—Nimble • Honest	**Survival of the Fittest** • Unsafe—Attacking • Silos—Safety
	Polite • Passive-aggressive • Silo—Withholding • Nice Culture	**Dysfunction** • Low trust • Unsafe—Bunker

STOP AT NOTHING
VITALIZING LEADERS, TEAMS & CULTURE

CARE Construction Safety Leaders

CONSTRUCTION SAFETY

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