

**PROFESSIONAL
CONSTRUCTION LEADER**

**CREW
TALK
VIDEO
SERIES**

**DISCUSSIONS
THAT MATTER**

CREW TALK VIDEO SERIES DESCRIPTION

Crew Talk was created to initiate Discussions that Matter. As the crew leader, it is your responsibility to help your team get the most from these discussions and encourage each individual to take the lessons back onto the job site. Although each video provides a discussion starter for your group to use, we've provided some follow-up questions to help your crew dig deeper to find meaningful material that can be used to improve their performance and their relationships at work and in life.

Each video will provide the discussion starter and a time to pause the content to review the main point and the follow-up questions. Make sure each crew member has a chance to respond to the conversations and supplemental prompts. Encourage discussion amongst the team. Have a dialogue about each topic and then find ways to bring it back to your job site and help the crew find applicable lessons for work and home. After you've wrapped up your team discussion, restart the video, and Mark will provide a debrief of the topics



CREW TALK:

GETTING NEW IDEAS OUT

Field Leaders might write the playbook, but all crew members are capable of contributing to the best practices on the job site. Learn how to extract those ideas and encourage input from each team member.



CREW TALK:

INCLUSION & BELONGING

The crew may be called a "team," but does everyone feel like they belong, or are there "outsiders"? Discuss the dynamic of the crew and how to improve the sense of belonging and inclusion for every member.



CREW TALK:

IS EVERYONE A LEADER?

Regardless of title, does everyone have the capacity to lead in the field? Share within the crew what makes an individual capable of leading and how each person can use their influence to benefit the job site.



CREW TALK:

LESSONS LEARNED

Teams consist of diverse individuals with a wide range of experiences in the field and industry. A crew owes it to their teammates to share lessons that could improve the work experience of all.

**CREW TALK:****MENTOR'S ADVICE**

Having a mentor can be life-changing – it only takes one piece of advice to change a person's trajectory. Teams can learn from the guidance shared by each of their mentors. What nuggets of knowledge most shaped the members of your crew?

**CREW TALK:****PRIDE IN WORK**

Each crew member will display pride in their work in different ways. Discuss what that may look like amongst the team so everyone can identify it when they see it on the job site.

**CREW TALK:****THOUGHTFUL CRAFTPERSON**

Crew members are valued for their physical input, but their mental contributions are just as important. Discuss how the crew can support one another to function as effectively as possible on the job site – using head and hands.

**CREW TALK:****WAYS TO MOTIVATE**

Crews can lift each other in a variety of ways. In the construction industry, compelling motivation may not be as common as it should be. Share some examples of how to encourage crew members.

**CREW TALK:****SAFETY FAILS**

In the construction industry, there is no shortage of safety-fail stories. The crew can learn from each other's experiences to not duplicate dangerous job-site activities and to change bad habits before bad things happen.

**CREW TALK:****THE NEW PERSON ON THE SITE**

Each crew member has had their time as the new person in the field. As a team, share some actions that can be taken to help new folks feel welcome and supported in their roles.

**CREW TALK:****TOP QUALITIES OF A GREAT TEAM**

A successful team has many important qualities. The dynamic of each crew has a specific set of qualities that support its success. Share the qualities that contribute to the greatness of a crew.

**CREW TALK:****STAYING MOTIVATED**

Finding personal satisfaction, having pride in your work, and focusing on making a positive impact on others and the community are huge factors in staying motivated in your role. It is vital to have a mindset that goes beyond just the daily routine and understand the purpose of your contribution to the construction industry.

**CREW TALK:****DIFFICULT CONVERSATIONS**

Discussing issues like uneven workload, attendance problems, and inappropriate behavior is challenging. Focus on the courage needed for these discussions, their crucial role in fostering a healthier work environment, and their importance in achieving better project outcomes and team cohesion.

**CREW TALK:****AGREEMENTS FOR THE TEAM**

Commitments to safety, punctuality, mutual respect, high performance, and supporting new team members are all vital for a crew to be successful. Discuss the power of the entire team collectively deciding on these agreements, contributing to a better work environment and shared success.

**CREW TALK:****BODY ARMOR**

Having an honest conversation with the crew to explore why people put up a facade instead of expressing their authentic selves will grow trust. The goal is to overcome the fear of judgment and foster a work environment where individuals can be their true, confident selves, ultimately leading to more meaningful connections and improved team dynamics.

**CREW TALK:****PRAISE AND RECOGNITION**

Fostering a positive work environment contributes to increased motivation and job satisfaction. Recognition is identified as a top motivator, and addressing barriers like ego, fear, and concerns about job security can improve team dynamics.

**CREW TALK:****HEALTHY HABITS**

Encouraging open conversations about physical and mental well-being creates a supportive culture, fostering mutual support among crew members. These discussions contribute to a healthier, more resilient team, enhancing job performance and long-term career satisfaction.

**CREW TALK:****PSYCHOLOGICAL SAFETY**

It is time to acknowledge that mental well-being is as crucial as physical safety. Encourages open conversations within the crew about recognizing and supporting colleagues who may be struggling emotionally, and aim to create an environment where individuals feel safe to share their issues without fear of judgment or hostility.