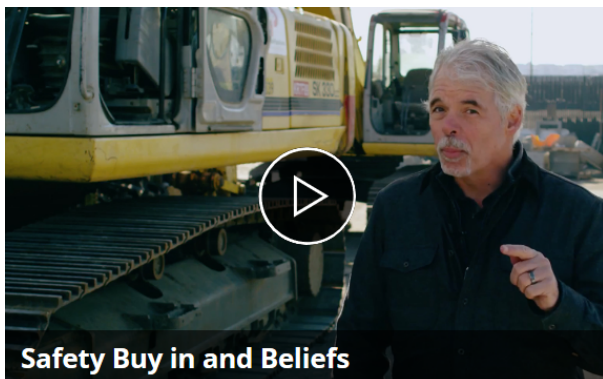


SAFETY BUY-IN & BELIEFS

LESSON OVERVIEW

Safety is not just about the rules and the policies. More importantly it is about the buy-in and belief systems that the employees bring to the safety mindset. Leaders need to bring this mind set out in every employee on a consistent basis for all issues large and small. Buy-in and a commitment to the company, to the team and to one another is the critical component set for success and safety in the field, this session shows them how.

WATCH VIDEO



QUESTIONS FOR THE FIELD LEADER

1. As Breslin notes, safety is talked about constantly on the jobsite. How difficult is it for you to get your crew to pay attention and remain engaged?
 - a. Very difficult
 - b. Somewhat difficult
 - c. Not difficult at all
2. Below are a couple of the strategies Breslin outlines for going beyond the safety rules and helping employees become more engaged. Can you think of a couple more?
 - a. Emphasize person-to-person accountability – have each other’s backs
 - b. Recognize and reward good safety behavior on the job

QUESTIONS FOR GROUP DISCUSSION

1. Breslin says that in order to get employees more engaged when it comes to safety, you have to make it “personal, meaningful, and fresh.” Take each of these one-by-one. Discuss ideas for each and write them down.
2. What are some ways to recognize employees for good safety practices?

TIPS ON HOW TO USE

- Week 1 - send video and follow up questions for the Field Leader to answer and submit back to manager by next week
- Week 2 - follow up email from manager with their own insights from the video, ask Field Leaders to set 1 action item to put into practice over the next week

* this can be done in person during a meeting w/ live discussion, or can be done via email. The key is to ask for follow up and to reinforce lessons learned with sharing and discussion.