ENGAGE & EMPOWER CREW MEMBERS

Be a **SAFETY LEADER**

Have the courage to demonstrate that you value safety. Work with your crew to identify and eliminate hazardous situations, even in the presence of other job pressures such as scheduling and costs.

Scan this QR code to access the Engage & Empower refresher video from the original FSL.

What does it mean to **engage & empower crew members** on the jobsite?

Send the message that everyone owns safety.

Putting the skill to action
Below are things you can do every day to engage and empower your crew to own safety.

Explain why safety is critical to getting the job done. Don't just say "be safe." Explain to your crew ***why*** safety is critical to getting the job done.

Engage crew members in safety decision-making. Involve all crew members in safety decision-making by requesting their input so they can see how they, too, own safety.

Conduct daily morning safety huddles and joint worker-management walk-arounds. This lets your crew know that you value safety, that it is an essential aspect of how work gets done, and that they are a critical part of the overall safety effort.

Encourage crew members to identify and report safety concerns, injuries, and near misses. Go beyond simply telling your crew to report safety issues. Encourage your crew to not just report safety issues or injuries, but also empower them to act upon unsafe situations and reiterate that there will be no negative consequences or retaliation for doing so.

Create trust so that identified safety issues are taken seriously. Develop an "action list" that shows how issues raised are addressed and post the list in a prominent place to help ensure accountability and build trust.

Examples of how Crew Leaders are
Engaging & Empowering Crew Members

"I bounce around the jobsite to make sure my crew is engaged, getting involved, and actually looking for hazards. I like to get their feedback to know everyone is addressing issues the same way. I love getting their feedback. I've made a point that what they tell me stays between us. Then I take care of it calmly so no one gets wired up, tempers flying."

"I try to involve my crew, get their opinions. We'll have group talks about what's the safest way to go about a task, complete it safely and correctly… When I ask them to do a task, everyone discusses it and gives their input rather than me just saying, 'I'm the foreman, you go do what I tell you to do and I don't want to hear anything else about it.'"

HOW OFTEN DO YOU…?

	ALWAYS	SOMETIMES	NEVER
Explain why safety is critical to getting the job done	☐	☐	☐
Engage crew members in daily safety meetings	☐	☐	☐
Request input from your crew about safety	☐	☐	☐
Encourage your crew to identify and report safety issues	☐	☐	☐
Create trust so that safety issues are taken seriously	☐	☐	☐

ACTION PLAN

Consider your answers to the questions on the left. Which areas do you need to work on? Which areas ***will*** you work on?

Set a goal and timeline. Choose one or more of the areas to improve on over the next 2-3 months. Use the ideas on the front page of this handout for ways to put each area into practice.

Hold yourself accountable. Track your progress. At the end of 2-3 months, consider whether you have reached your goal. Ask yourself:

- What is working well?
- Did I follow through with my goal? If not, what prevented me from doing so?
- Who can help me or give me the support I need to reach my goal?

Development of the FSL4Res training was supported with funding from a cooperative agreement to CPWR - The Center for Construction Research and Training (#U60OH009762) from the National Institute for Occupational Safety and Health (NIOSH) The FSL4Res is based on the original FSL training created by CPWR under an earlier NIOSH cooperative agreement (#OH009762) The contents are solely the responsibility of the authors and do not necessarily represent the official views of NIOSH. All Rights Reserved.

CPWR
THE CENTER FOR CONSTRUCTION RESEARCH AND TRAINING