

Foundations for Safety Leadership

4 Residential Construction

Skills and Actions of an Effective Safety Leader

Leadership Skills	Good Leadership Actions
Leads by Example	<ul style="list-style-type: none"> • Establishes safety expectations as a core value • Shares safety vision with team members • Demonstrates a positive attitude about safety • ‘Walks the Talk’ • Leads up!
Engages and Empowers Team Members	<ul style="list-style-type: none"> • Engages, encourages, and empowers team members to identify and act upon unsafe situations by... <ul style="list-style-type: none"> ➤ Reporting hazards and safety concerns ➤ Providing solutions ➤ Reporting near misses ➤ Stopping work if necessary
Actively Listens	<ul style="list-style-type: none"> • Actively listens to hear what team members are saying • Treat team members with respect when they are speaking • Pay attention to non-verbal cues and ask clarifying questions
Practices 3-way Communication	<ul style="list-style-type: none"> • Is direct and concise, and makes sure s/he has the listener’s attention • Asks team member to repeat message, and clarify misunderstandings
Develops Team Members Through Teaching, Coaching, and Feedback	<ul style="list-style-type: none"> • Respectfully teaches and coaches workers • Watches the learner fix the hazardous situation or perform the task to make sure it's done correctly • Focuses on potential consequences rather than on the team member • Uses the FIST principle: Facts, Impact, Suggestions, Timely
Recognizes Team Members for a Job Well Done	<ul style="list-style-type: none"> • Privately and/or publicly acknowledges team members for going above and beyond when it comes to safety