



Engage and Empower

Simon's Story

Simon, the superintendent at Burnett Insulation, was doing his morning job-site walk-around. When he asked the crew how things were going, he noticed that they were mostly silent and weren't looking him in the eye. One of the crew members said things were fine, so Simon didn't ask any other questions and left. Later that day, one of those workers fell off a ladder and hurt his back. It turned out that the crew was having a problem reaching the pipes they were insulating because there wasn't enough space to set up their ladders correctly. They were afraid to tell Simon because they didn't want to delay the job.

- Have you ever been in a situation where you didn't want to report a hazard because it might delay the job?
- What could Simon have done differently during his morning walk-around?
- What are some ways supervisors can engage and empower crew members to participate in their own safety?

Frontline safety leaders Engage and Empower Team Members when they...

- Involve crew members in safety decision-making and explain *why* safety is critical.
- Conduct daily morning safety huddles and walk-arounds throughout the day to speak with workers about tasks and any safety issues.
- Make it clear that no one will get in trouble for reporting unsafe conditions, near misses, or injuries.

Leadership actions we will practice today and every day:

➤ As your frontline supervisor and safety leader, I will:

- Involve you in decision-making about safety and welcome your input and suggestions.
- Conduct daily safety huddles so we can identify potential hazards together and take action to prevent them.
- Develop an *action list* of the issues that are identified and use it to keep track of how those issues have been addressed.

➤ Crew members are also safety leaders and are expected to:

- Report all safety concerns, injuries or near misses to me.
- Immediately tell me if you see hazardous or unsafe conditions and provide suggestions on how to fix the issue.
- Tell me about potential safety issues ahead of time so we can take care of them and prevent injuries.

Safety leaders have the courage to demonstrate they value safety by working and communicating with all team members to identify and limit hazardous situations even in the presence of other job pressures such as scheduling and costs.

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Everyone, from the company owner to the foreman to the new employee, should be a safety leader. Effective safety leadership can help prevent jobsite injuries and illnesses.