



Create a Safety Leadership Scenario

To reinforce the safety leadership skills taught in the FSL course, you can revisit the scenarios with your crew or you can use this template to create your own. It will work best if the scenario you create is based on a safety situation you, or you and your crew, have experienced. We suggest that you make up names rather than using those of your crew members.

CREATING THE SCENARIO - 3 steps

Step 1 - Come up with a typical safety situation that you've experienced or observed on the jobsite that had, or could have had, a bad safety outcome.

Possible Safety Situation	Fall situation, Caught between, Confined space, Faulty equipment, Poor housekeeping, Struck-by an object, Trench collapse, weather condition, Other
Possible Jobsite	Residential, Commercial, Mixed-use, Heavy Highway, Bridge, Other

Write your safety situation and jobsite description here:

Safety Situation _____

Jobsite _____

Step 2 - Determine how many characters are involved in the situation and using the ideas below, decide on their names/gender, trade, position/role on the jobsite, and if they work for the general contractor or a sub-contractor.

	Males	Females
Characters	Adam, Bob, Curt, Dave, Elliot, Fred, George, Hank, Izzy, Other name	Allison, Barb, Catie, Darleen, Eva, Fran, Gloria, Helen, Ishia, Other name
Position/role on jobsite	Apprentice/ Trainee, Foreman/Lead worker, General foreman, Superintendent, Construction manager, Company owner, Project manager	
Trade(s)	Electrician, Carpenter, Dry wall installer, Insulator, Iron Worker, Laborer, Operating Engineer, Painter, Plumber, Roofer, Sheet metal worker, Other	
Work for	The Construction Manager, General Contractor, A Specialty Sub-Contractor, Other	

Write your character's names and descriptions here:

	Character	Position	Trade	Work for
1				
2				
3				
4				
5				

Step 3 - Using your choices from Steps 1 and 2, write a 3-part scenario describing in more detail (feel free to use separate sheet of paper):

1) **The Situation** – Describe the safety situation, the setting in which it's occurring, and who's involved.

The Situation

2) **Outcome A** - Based on your experiences in the field, write a description of how the scene would play out with leader(s) NOT using any of the FSL leadership skills.

- **Lead by Example**
- **Engage and Empower**
- **Actively Listen**
- **Practice 3-way communication**
- **Teach, coach, give feedback**
- **Recognize for going above & beyond for safety**

Outcome A – Leaders NOT using any of the leadership skills

3) Outcome B - Imagine how the scene would play out differently, including better safety outcomes and improved safety climate, had one or more of the safety leadership skills been used.

Outcome B – Leaders using 1 or more of the leadership skills

Using the scenario - After you complete the new scenario you can go over it with your foremen or lead workers during meetings or as part of a tool box talk. Here's one idea of how to proceed:

- 1) Read the Situation and ask:
 - a. Who is/are the safety leader(s) in this scenario, and why do they have an opportunity to be a safety leader?
 - b. What is the leadership challenge in this scenario?
- 2) Read Outcome A
 - a. How did it go?
 - b. How could it have gone better?
- 3) Read Outcome B
 - a. How did it go this time and why?
 - b. Which safety leadership skills were used?
 - c. How did this outcome compare to the first one?

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