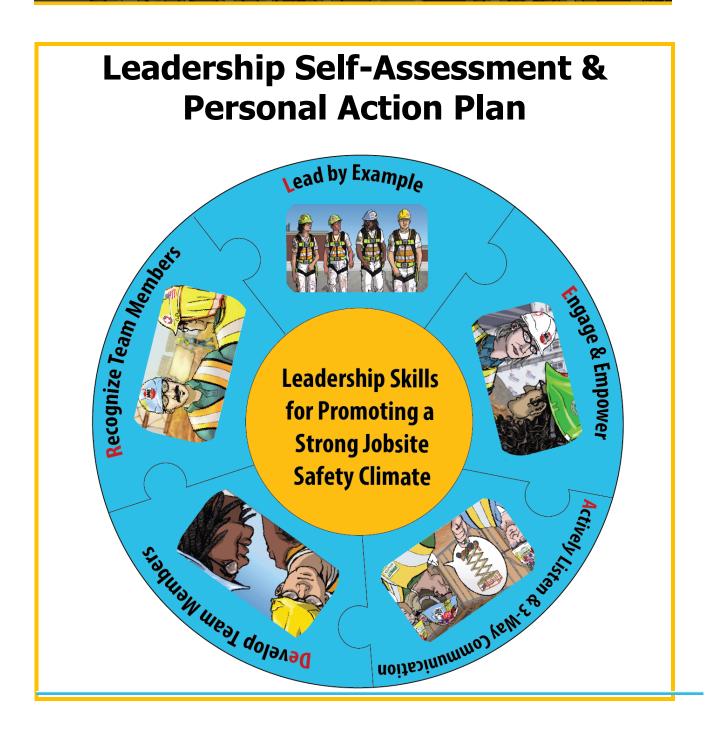
Foundations for Safety Leadership



SELF-ASSESSMENT ON THE 5 LEADERSHIP SKILLS

How often do you....

now orten do younn									
	Always	Sometimes	Never						
1. Lead by example									
Maintain a positive attitude about safety									
Consider the safety implications of all your decisions									
Set high expectations for team members									
Walk the talk – always follow safe work practices									
Communicate with your team that everyone owns safety									
2. Engage and empower team members									
Engage team members in daily safety meetings or morning safety huddles									
Request input from team members about safety									
Encourage team members to identify and report safety issues such as hazards, concerns, injuries, and near misses									
3. Actively listen and practice 3-way communication									
Treat team members with respect when communicating with them		0							
Actively listen to team members when they speak to you									
Practice 3-way communication with team members to ensure your directions are understood		0							
4. DEvelop Team Members Through Teaching, Coaching, and Feedback									
Teach and coach members in a respectful manner									
Focus on the problem rather than judging the person when you give feedback		0							
Make sure team members know how to do a new task before actually doing it									
5. Recognize Team Members for a Job Well Done									
Say "good job" or "thank you" to team members who go above and beyond to create a safe jobsite									
Use positive recognition of team members to encourage jobsite safety		0							
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Total number of checks for each column _____ ____

ACTION PLAN

Based on your self-assessment and your knowledge of the 5 safety leadership skills, answer the questions below to create your action plan – what steps will you take in the next few months to further develop your skills as a safety leader? Be specific.

1.	In which of the 5 skill areas are you doing	very well?	(Checked	"Always"	for the	majority
	of the questions)					

- **2. Which skill areas do you need to work on or improve**? (Checked "Sometimes" or "Never" for the majority of the questions)
- 3. Which skill area(s) will you work on *first*, in the next 3 months, and what steps will you take?

4. Which skill area(s) will you work on *next*, in 3 – 6 months, and what steps will you take?

Follow up and track your progress:

At the 3-month and 6-month point, check to see if you have taken the steps to becoming a more effective safety leader. Ask yourself:

- ➤ What is working well?
- If you haven't taken the steps, what is preventing you from doing so?
- > Who can help you or give you the support you need?

Check your success

You can check to see how well you are doing at putting the 5 skills into action by paying attention to how often your team members are:

- Following safety procedures
- ➤ Helping each other be safe
- > Reporting any hazards they see and making suggestions for solutions
- > Reporting near misses when they occur
- > Reporting injuries when they occur

The more they are doing these things and others like them, the more likely it is that you are being an effective safety leader and are creating a strong jobsite safety climate!

Good luck on your leadership journey!

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