

# 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.



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.

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



**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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engage crew members in daily safety meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Request input from your crew about safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourage your crew to identify and report safety issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create trust so that safety issues are taken seriously	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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?