



Recognize Team Members

Tia's Story

Tia, an electrical trainee, has to walk by a large hole in the floor to get to the area where she's working. She knows that an open hole is a serious fall hazard. Since no one is around to ask what to do, she decides to take care of it herself. She's never done this before so she takes a minute to plan her next steps. She finds a piece of plywood large enough to cover the hole. Then she goes to the gang box, finds a drill and screws she'll use to secure the plywood over the hole and a can of spray paint she'll use to write the word "hole" on the plywood cover. Tia also takes time to put on fall protection since she will be at risk of falling when covering the hole. When Tia is finished she's pretty proud of what she's done to eliminate the hazard and wonders what her foreman Frank will think.

- If you were in Tia's situation what would you hope Frank would do?
- What are some ways supervisors can recognize crew members for going above and beyond to improve jobsite safety?

Frontline safety leaders Recognize Team Members for going above and beyond when they...

- Use positive recognition to....
 - tell crew members they are doing a good job.
 - thank crew members for going above and beyond for safety.
- Are specific about why they are giving praise.
- Praise crew members either privately or publicly, depending on the person's comfort level.

Leadership actions we will practice today and every day:

- **As your frontline supervisor and safety leader, I will:**
 - Notice when you do something really well or go the extra mile for safety and ...
 - praise you privately.
 - ask your permission to praise you in front of the others.
- **As a crew member and safety leader, I expect you to:**
 - Always do your best to complete tasks safely.
 - Participate in keeping the job site safe and find ways to go over and above for safety.
 - Let your crew members know that you appreciate their efforts to keep the job site safe.

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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Scan this QR code to access the FSL Recognize Team Members refresher video.



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.