



Health and Safety Toolbox Talks

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TOOLBOX TALK:

Safety Climate: Communicate

Speaker: Safety Manager/Foreman

Audience: Workers

I. Introduction

2 min

The goals of today's toolbox talk are to:

1. Identify the factors that impact workers' decisions.
2. Promote positive safety communication between workers and site leadership.

Every day we are faced with decisions at work. And sometimes we all make decisions that may not align with our safety goals and long-term benefits. Positive safety communication can help promote safe work when we are faced with factors that may lead to unsafe decisions.

II. Discussion Questions

5 min

Take a moment to think about specific situations where certain circumstances led you to work unsafely. *(Note to the presenter: actually give the audience a silent moment to think).*

- What were the circumstances?
- What were the factors in those circumstances that influenced your decision making?
- What can coworkers do for each other to encourage working safely?
- How could site supervisors better support workers to make safe decisions at work?

III. Positive Safety Communication and Safety Climate

8 min

Positive safety communication involves bridging the communication gap between workers and site leadership to build successful communication. Now that we have

identified factors influencing safe decisions, we encourage you to share your concerns and suggestions to promote ongoing positive safety communication.

- What would make you feel more comfortable talking about safety? (*Note to the presenter: you can start a discussion following methods to identify ones that best fit the workers.*)
 - Speak to experienced workers
 - Directly speak to your foreman
 - Elect a workers' representative
 - Establish safety manager walk-ins
 - Create anonymous suggestion boxes (placed in multiple locations where anonymity can be maintained)

Positive Safety Communication helps to build mutual trust and promote safe work when we are faced with factors that influence safety decisions.

IV. Conclusions

1-2 min

If you have any questions about what we discussed today, please reach out to the safety manager or your foreman.

Are there any questions?

Thanks for your time!

Sources

Zohar, 1980 D. Zohar **Safety climate in industrial organizations: Theoretical and applied implications** Journal of Applied Psychology, 65 (1) (1980), pp. 96-102

Probst et al., 2008 T.M. Probst, T.L. Brubaker, A. Barsotti **Organizational under-reporting of injury rates: An examination of the moderating effect of organizational safety climate** Journal of Applied Psychology, 93 (5) (2008), pp. 1147-1154