



Health and Safety Toolbox Talks

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TOOLBOX TALK:

Safety Climate: Influence Safety Attitudes

I. Introduction

2 min

The goals of today's toolbox talk are to:

1. Identify methods to help work crews prioritize safety (safety as the #1 priority)
2. Provide strategies to encourage workers to talk openly about safety

Positive safety attitudes shared among managers and employees can encourage employees to gain safety knowledge and perform safely. Consistent communication and supportive leadership are important to build positive safety attitudes.

II. Discussion Questions

5 min

We all make decisions at work every day. Take a moment to think about specific situations where certain circumstances led you to choose 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 situations that may influence the workers to perform safely?
- What can you do to target and talk about these influences to better support workers?

III. Safety Attitudes and Safety Climate

8 min

Employees' safety attitudes influence safe work.

- What could be done at a worksite to encourage workers to prioritize safety? (Note to presenter: open a discussion and present the following ideas at the end)
 - Safety managers conduct joint walk-throughs to involve workers in identifying safety issues and suggestions.

- Listen to your workers about safety.
- Place an “action list” showing how issues raised by workers are being addressed in a prominent place for all to see.
- Create joint worker-management committees to address specific safety and health concerns.
- It is important to promote positive safety attitudes through meetings. Consider implementing the following changes to any regularly scheduled meetings:
 - Start all meetings with a “safety minute”. Safety moments can also provide examples of when workers made good decisions about how to work safely.
 - Ensure that safety is a priority at all on-site, weekly, and daily planning meetings. Consider how any decisions or planned activities might impact worker safety and how this can be overcome in advance.
 - Bring other key people from different departments to safety meetings. For example, architects, engineers, construction workers, and subcontractor managers. This will help ensure consistent messaging and company actions to workers about safety.

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