

Effective Safety Leadership

5 Skills and Actions

Leadership Skills	Good Leadership Actions
<p>Leads by example</p>	<ul style="list-style-type: none"> ■ Establishes safety expectations as a core value ■ Shares safety vision with team members ■ Demonstrates a positive attitude about safety ■ ‘Walks the Talk’ ■ Leads up!
<p>Engages and empowers team members</p>	<p>Engages, encourages, and empowers team members to identify and act upon unsafe situations by...</p> <ul style="list-style-type: none"> ■ Reporting hazards and safety concerns ■ Providing solutions ■ Reporting near misses ■ Stopping work if necessary
<p>Actively listens and practices three-way communication</p>	<ul style="list-style-type: none"> ■ Actively listens to hear what team members are saying ■ Practices three-way communication by having person repeat the message they heard
<p>Develops team members through teaching, coaching, and feedback</p>	<ul style="list-style-type: none"> ■ Respectfully teaches and coaches workers ■ Watches the learner fix the hazardous situation or perform the task to make sure it’s done correctly ■ Focuses on potential consequences rather than on the team member ■ Uses the FIST principle: Facts, Impact, Suggestions, Timely
<p>Recognizes team members for a job well done</p>	<p>Privately and/or publicly acknowledges team members for going above and beyond when it comes to safety</p>

Adapted from the Foundations for Safety Leadership training developed by CPWR: The Center for Construction Research and Training