TOOLBOX TALKS

BUILDING A SAFETY CULTURE

Toolbox Talks are designed to promote safety discussions and best practices on the jobsite. To see more Toolbox Talks, please visit cat.com/toolboxtalks.

Safety Culture can be thought of as the values, beliefs, perceptions and normal behaviors that are shared by employees.

Whether it is intentional or not, every organization has a safety culture. The question is whether the safety culture is what we want it to be and what can we do to change it.

BUILDING A SAFETY CULTURE

☑ **POSITIVE SAFETY CULTURE:**

- Communication is open at all levels of the organization, and feedback is seen as vital to improving safety processes
- Individuals at all levels focus on what can be done to prevent injuries or illnesses
- There is a commitment to safety regardless of all other concerns in the business
- People and their well being are valued. The focus is on protecting people, not the bottom line
- All personnel, especially senior managers, demonstrate their commitment to safety by following all safety processes and procedures, just as they instruct their employees to do

☑ **NEGATIVE SAFETY CULTURE:**

- Communication is not open at all levels; employees do not openly communicate with upper management
- Safety rules are used to discipline employees
- Management may not follow safety rules (for example, not wearing hearing protection or other Personal Protective Equipment (PPE) as they are supposed to)
- Production demands require less focus on safety
- Management's concern is not for the well being of the employees, but rather for a good safety record

QUESTIONS TO GENERATE DISCUSSION:

- What kind of safety culture do we have?
- What can our management team do to improve our safety culture?
- What can you do, individually, to improve our safety culture?
- Why is communication so important in establishing a safety culture?
- Do you feel you could approach a peer to discuss something that they could do more safely? Why or why not?
- If you could change one thing about our safety culture, what would it be?

Discussion Date: _____

Employee Participants:

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There are a lot of moving parts on the jobsite. To find a safety topic relevant to your operation, please visit cat.com/toolboxtalks.

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