

# Effective Safety Leadership

---

Ineffective Actions	Effective Actions
<b>Harmful Actions...</b> <ul style="list-style-type: none"> <li>• Withholds information</li> <li>• Blames workers for problems</li> <li>• Reacts angrily without seeking solutions</li> <li>• Becomes defensive when issues arise</li> </ul>	<b>Helpful Actions...</b> <ul style="list-style-type: none"> <li>• Transparent and informative</li> <li>• Doesn't go back on his/her word</li> <li>• Works hard and is fair</li> <li>• Challenges unsafe conduct</li> </ul>
<b>Poor Communication...</b> <ul style="list-style-type: none"> <li>• Employees don't know how to voice safety concerns</li> <li>• Doesn't listen to ideas</li> <li>• Threatens retaliation or yells</li> </ul>	<b>Good Communication...</b> <ul style="list-style-type: none"> <li>• Visibly present in operating areas</li> <li>• Listens to hear what others are saying vs. listens to speak</li> <li>• Conducts daily safety huddles</li> </ul>
<b>Lack of Teamwork...</b> <ul style="list-style-type: none"> <li>• Says things like, "I'm in charge here and you'll do as I say." "You don't need to ask someone else for their opinion." "I'll tell you when something is risky."</li> <li>• Doesn't engage workers to be part of the safety solution</li> <li>• People are confused over their roles, resulting in inaction and lack of accountability</li> </ul>	<b>Sense of Teamwork...</b> <ul style="list-style-type: none"> <li>• Makes sure team members know each other and their relative roles</li> <li>• Highlights the importance of working together to improve safety</li> <li>• Asks for input on how to best carry out tasks safely</li> </ul>
<b>Poor Role Model...</b> <ul style="list-style-type: none"> <li>• Has others wear personal protective equipment (PPE), but doesn't consistently wear PPE</li> <li>• Thinks having weekly toolbox talks is all that's needed for safety</li> </ul>	<b>Leads by Example...</b> <ul style="list-style-type: none"> <li>• Provides needed safety resources</li> <li>• Follows safety rules</li> <li>• Never takes <i>or encourages</i> shortcuts</li> </ul>