

TOOLBOX TALK

Safety Culture & BBS

WHY THIS MATTERS

94% of workplace accidents are caused by unsafe behaviors, not unsafe conditions. Companies with strong safety cultures see up to 50% fewer injuries. Every \$1 invested in safety returns \$4-\$6 in savings (Liberty Mutual). Safety culture is not a program — it's how you work every day.

94%

Of accidents caused by unsafe behaviors

\$4-\$6

Saved for every \$1 invested in safety

100%

A strong safety culture saves lives and money

5 Principles of a Strong Safety Culture

Safety is not a department — it's a value that every person demonstrates daily:

1

LEADERSHIP COMMITS VISIBLY

Leaders walk the talk. They wear PPE, attend toolbox talks, fund safety, and hold themselves accountable.

2

EVERYONE IS EMPOWERED TO STOP WORK

Any worker can stop a task if they see a hazard — without fear. Stop Work Authority saves lives.

3

OBSERVE BEHAVIORS, NOT JUST CONDITIONS

Watch how work is actually done. Identify at-risk behaviors. Coach and correct — don't just punish.

4

REPORT AND LEARN WITHOUT BLAME

Near misses, unsafe acts, and concerns are reported openly. Learning from mistakes prevents repetition.

5

SAFETY IS PERSONAL — OWN IT

Don't do it for OSHA or the company. Do it for yourself, your family, and the person working next to you.

Safety Culture Self-Check

- Does leadership visibly participate in safety activities?
- Do workers feel comfortable stopping work for safety concerns?
- Are near misses and unsafe behaviors reported without blame?
- Is safety discussed daily — not just after an incident?
- Do workers correct each other's unsafe behaviors respectfully?

The 6 Signs of a Strong vs Weak Safety Culture

Strong: Workers stop unsafe work

Weak: Workers walk past hazards because "it's not my job" or fear speaking up.

Strong: Near misses are reported

Weak: Near misses are ignored or hidden — "nothing happened, so why bother."

Strong: Leaders model safe behavior

Weak: Supervisors skip PPE or rush workers — "do as I say, not as I do."

Strong: Safety is part of every task

Weak: Safety is treated as paperwork — check a box and forget it.

Strong: Workers coach each other

Weak: Nobody says anything when a coworker takes a shortcut.

Strong: Incidents lead to system fixes

Weak: Incidents lead to blame — "who did this?" instead of "why did this happen?"

Behaviors That Destroy Safety Culture

- ✗ "We've always done it this way" — past luck is not a safety system, it's a countdown to disaster
- ✗ Blaming workers instead of fixing systems — blame kills reporting and trust
- ✗ Treating safety as a priority that competes with production — safety IS the way we produce
- ✗ Leading by bad example — if the supervisor doesn't wear PPE, why should anyone else?

What You Can Do Today

- ✓ If you see something, say something — speaking up is not complaining, it's caring
- ✓ Correct your own shortcuts first — before you can change others, change yourself
- ✓ Thank people who report hazards — positive reinforcement builds a reporting culture
- ✓ Start every task with a 2-minute safety pause — "what could go wrong and how do we prevent it?"

Discussion Questions for Your Team

1. Do you feel comfortable stopping work if you see something unsafe?
2. When was the last time someone on our crew spoke up about a hazard?
3. Do our leaders consistently model the safe behaviors they expect from us?
4. What's one unsafe behavior we've all seen but nobody talks about?
5. What would it take to make our crew the safest on this project?

TOOLBOX TALK SIGN-OFF

Date: _____ Supervisor: _____

Project: _____ Location: _____

Attendance sheet attached: [] Yes