

Introduction

This week we are talking about why safety is personal. Safety is not just rules, paperwork, or signs on the wall. Safety is about people. Every person here came to work today expecting to go home safe. That happens when we look out for ourselves and for each other. One of the strongest safety tools we have is our voice. When people speak up early, injuries can be prevented.

Monday- Safety Starts With Me

Leader Talking Points

- Safety starts with each person. Not with policies. Not with posters. With people.
- Most injuries do not happen during emergencies. They happen during normal work when something feels off and we ignore it.
- Your body and your instincts often notice danger before your brain does.

Scenario

You notice something isn't quite right. A tool feels loose. A guard is missing. The job feels rushed. You think, "It'll be fine," and keep working. That is often where injuries begin.

Discussion Questions

- What helps you stay safe while doing your job?
- When do you feel the most pressure to rush?
- How does your body warn you when something isn't right?

Coaching Responses to Pushback

- *"We've always done it this way."*
→ "That may be true, but what has changed today that could make it unsafe?"
- *"Nothing's ever happened."*
→ "That means we've been lucky. Luck doesn't protect people."

Key Message

Safety starts when you decide your body matters.

Tuesday – Your Voice is a Safety Tool

Leader Talking Points

- If you see something unsafe, your voice matters.
- Machines don't talk. Rules don't talk. People talk.
- When no one speaks up, danger stays right where it is.

Scenario

You see someone working in an awkward position or skipping a step. You don't say anything because you don't want to cause trouble. Silence can turn into injury.

Discussion Questions

- Why do people stay quiet when they see something unsafe?
- How would you want someone to warn you?
- What makes speaking up easier on this team?

Coaching Responses to Pushback

- *“That’s not my job.”*
→ “It may not be your task, but it is your workplace.”
- *“You’re overreacting.”*
→ “I’d rather be careful now than sorry later.”

Key Message

Your voice can stop someone from getting hurt.

Wednesday – Near Misses are Warnings

Leader Talking Points

- A near miss is when someone almost gets hurt.
- Almost does not mean nothing. Almost means we got a warning.
- Near misses are the system telling us something went wrong.

Scenario

A tool falls but misses someone. Someone slips but doesn’t fall. Everyone keeps working like nothing happened. That was a warning.

Discussion Questions

- Have you ever had a close call that stuck with you?
- What usually happens after a near miss here?
- How could talking about it help someone else?

Coaching Responses to Pushback

- *“Nothing happened.”*
→ “Something almost did.”
- *“We don’t have time to deal with that.”*
→ “We have time now, or we’ll lose much more time later.”

Key Message

Near misses help us learn before someone gets hurt.

Thursday – You Do Not Need a Title to Speak Up

Leader Talking Points

- You don’t need a title to care about safety.
- The person closest to the work usually sees danger first. Speaking up takes courage, not rank.
- Strong teams protect people, not egos.

Scenario

A newer worker notices something unsafe. They stay quiet because they don't want to be wrong. That silence puts everyone at risk.

Discussion Questions

- What makes it hard to speak up?
- How should we respond when someone raises a concern?
- What does respectful speaking up look like here?

Coaching Responses to Pushback

- *Silence or eyerolling*
→ “I’m not looking for perfect answers. I’m looking for honest ones.”
- *“You’re slowing us down.”*
→ “I’d rather slow the job than see someone get hurt.”

Key Message

Courage is stopping when everyone else wants to push.

Friday – Safety is My Voice: Our Team

Leader Talking Points

- Safety culture is how we act every day.
- If we stay quiet, risk grows. If we speak up, people stay safe.
- Safety is not enforced. Safety is lived.

Scenario

One team hopes nothing bad happens. Another team speaks up and fixes problems early. Which team would you rather work on?

Discussion Questions

- What can we do next week to make speaking up easier?
- Where do we need better communication?
- What safety promise will you make to yourself?

Coaching Responses to Pushback

- *“That’s just common sense.”*
→ “Common sense fades when we’re tired or rushed.”
- *Defensive reactions*
→ “This isn’t about blame. It’s about getting everyone home safe.”

Final Message

Safety is personal because people are personal. Your voice protects you and everyone around you.

LEADER REMINDER: You don't need to argue. You don't need to threaten. Stay calm. Ask questions. Protect people. That's leadership.