

## Weekly Safety Briefings

Week 4 – Monday, January 19 – Friday, January 23, 2026

### *Psychological Safety: Speaking Up Early*

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#### **Introduction**

This week we are talking about psychological safety. Psychological safety means people feel safe to speak up. It means you can ask questions, raise concerns, or say “something’s not right” without fear. When people are afraid to speak up, problems stay hidden. When people speak up early, injuries can be prevented.

#### **Monday – What is Psychological Safety**

##### **Leader Talking Points**

Psychological safety is not about being nice. It’s about being honest. It means people feel safe to:

- Ask questions
- Admit mistakes
- Raise concerns
- Stop work if something feels wrong

When people don’t feel safe to speak, danger grows quietly.

##### **Scenario**

You’re unsure about a task. You don’t want to look stupid, so you don’t ask. You guess instead. Guessing can lead to injuries.

##### **Discussion Questions**

- What makes people afraid to speak up?
- What happens when people stay quiet?
- How does it feel when someone listens to your concern?

##### **Coaching Responses to Pushback**

- *“People should already know what to do.”*  
→ “No one knows everything. Questions keep people safe.”
- *“That’s just common sense.”*  
→ “Common sense disappears when we’re rushed or tired.”

##### **Key Message**

If people don’t feel safe to speak, they won’t—and that puts everyone at risk.

#### **Tuesday – Speaking Up Early Prevents Injuries**

##### **Leader Talking Points**

Most injuries don’t come out of nowhere. There are warning signs first. Speaking up early gives us time to fix problems before someone gets hurt. Waiting until something goes wrong is too late.

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#### Scenario

You notice equipment acting strange. It still works, so you don't say anything. Later, it fails when someone is close. Early warnings matter.

#### Discussion Questions

- What are early warning signs we see on the floor?
- Why do people wait instead of speaking up?
- What usually happens when concerns are raised early?

#### Coaching Responses to Pushback

- *"Let's just get through it."*  
→ "Let's pause now so no one pays for it later."
- *"We don't have time."*  
→ "We don't have time for injuries either."

#### Key Message

Early words prevent long-term harm.

#### Wednesday – Fear Silences People

#### Leader Talking Points

People stay quiet for many reasons:

- Fear of getting in trouble
- Fear of looking weak
- Fear of slowing others down

Fear doesn't make work safer. It makes risks invisible.

#### Scenario

You see something unsafe but worry about how others will react. You say nothing. Silence can be dangerous.

#### Discussion Questions

- What fears stop people from speaking up?
- How do reactions from others affect safety?
- What helps reduce fear on a team?

#### Coaching Responses to Pushback

- *Eye-rolling or sarcasm*  
→ "Every concern deserves respect."
- *"You're making a big deal out of nothing."*  
→ "Small issues turn into big injuries."

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#### **Key Message**

Fear shuts mouths. Respect opens them.

#### **Thursday – How Leaders Create Psychological Safety**

##### **Leader Talking Points**

Psychological safety starts with leaders. People watch how leaders respond:

- Do we listen?
- Do we get defensive?
- Do we thank people for speaking up?

Our reaction decides whether people speak again.

##### **Scenario**

Someone raises a concern. The response is frustration or blame. Next time, they stay quiet.

##### **Discussion Questions**

- How should leaders respond to concerns?
- What reactions shut people down?
- What reactions encourage speaking up?

##### **Coaching Responses to Pushback**

- *“They should’ve followed the rules.”*  
→ “Let’s understand what made this hard first.”
- *Defensive reactions*  
→ “This isn’t about blame. It’s about learning.”

##### **Key Message**

How leaders react today decides who speaks tomorrow.

#### **Friday – Speaking Up is Caring**

##### **Leader Talking Points**

Speaking up is not complaining. Speaking up is caring. When someone speaks up, they are trying to protect:

- Themselves
- Their coworkers
- The team

Silence doesn’t protect anyone.

##### **Scenario**

A worker stops a task and raises a concern. The team listens. The issue gets fixed. Everyone goes home safe. That is success.

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#### Discussion Questions

- How can we make speaking up easier next week?
- How can we support each other better?
- What promise can we make as a team?

#### Coaching Responses to Pushback

- *“People are too sensitive.”*  
→ *“People are trying to stay safe.”*
- *“This slows us down.”*  
→ *“It keeps us working tomorrow.”*

#### Final Message

Psychological safety saves lives. Speaking up early protects everyone.

#### Leader Reminder

You don't need to have all the answers. You just need to listen. Calm responses build trust. Trust keeps people safe.