

Introduction

So far, through our series about creating a learning culture, we have talked about learning from incidents, accidents, and near misses. However, it is also important that we acknowledge, learn from, and replicate the things that our team does well. This week we will discuss learning from normal work.

Monday- Why Normal Work Matters

Most of our work gets done safely every day, often without incident. There's a lot to learn from how people adapt, make decisions, and keep things moving when conditions aren't perfect. Focusing only on accidents misses valuable lessons from what usually goes right.

Discussion Questions:

- What helped work go smoothly yesterday?
- What small adjustments did people make to stay safe?

Tuesday – Variability is Normal

No task is ever performed the same way twice. Weather, time pressure, tools, and experience all influence how work is done. Understanding this variability helps us design safer systems instead of expecting perfect compliance.

Discussion Questions:

- Where do we see natural variation in our tasks?
- Which variations help safety, and which increase risk?

Wednesday – Learning from Success

When work is completed safely and efficiently, it's worth asking why. Skills, teamwork, and local knowledge often prevent problems before they start. Recognizing these strengths helps reinforce good practices.

Discussion Questions:

- What went well recently and why?
- Who noticed a potential issue early and acted on it?



Weekly Safety Briefings

Week 8 – Monday, February 16 – Friday, February 20, 2026

Learning from Normal Work

Thursday – Speaking Up About Everyday Work

People closest to the work often see risks and solutions first. Encouraging open conversations about near misses, workarounds, and challenges, supports continuous learning and trust.

Discussion Questions:

- What makes it easy or hard to speak up?
- How can we share lessons from everyday work more often?

Friday – Turning Learning into Improvement

Learning from normal work only matters if it leads to action. Small changes like better tools, clearer plans, or adjusted expectations, can make everyday tasks safer. Continuous improvement starts with listening.

Discussion Questions:

- What's one small improvement we could make based on how work is really done?
- Who should be involved in that change?