



How to Use the Safety Leadership Guide for Leaders

This **Safety Leadership Guide** equips leaders with practical tools to strengthen safety culture through everyday interactions. It supports leaders in fostering open communication, addressing risk, and reinforcing safe behaviors across their teams.

How Leaders Can Use This Guide:

Start Daily Conversations About Safety

Use the *Everyday Safety Conversation Starters* to check in with teams, uncover potential hazards, and promote proactive thinking. These questions normalize safety talk and encourage employee input.

Address Unsafe Behavior Respectfully

The *When Addressing Unsafe Behavior* prompts help leaders correct issues without blame, focusing instead on problem-solving and care for employees' well-being.

Reinforce and Recognize Safe Actions

Positive reinforcement builds a culture where safety is valued. Use the *Recognition and Positive Reinforcement* statements to acknowledge safe choices and motivate others to follow suit.

Follow Up After Incidents or Near Misses

Use the *Follow-Up Questions* to conduct learning-focused discussions after an event. This approach promotes transparency and continuous improvement.

Apply the Tips for Effective Safety Conversations

These communication strategies ensure safety discussions are constructive, inclusive, and trust-building. Leaders are reminded to stay visible, ask open-ended questions, and follow through.

Summary:

This guide helps leaders **model safety, build trust, and make safety a daily habit**—not just a policy. When used consistently, it supports a proactive safety culture where everyone is engaged and accountable.



Safety Leadership – A Guide For Leaders

Everyday Safety Conversation Starters

- What safety risks are top of mind for you today?
- Did anything feel unsafe during your last task?
- What would make this job safer or easier?
- Have there been any near misses this week?
- What's one improvement we could make to reduce risk?

When Addressing Unsafe Behavior

- Help me understand what happened here.
- Let's pause and talk through this task together.
- I noticed [specific behavior]. What was the challenge?
- I appreciate your hard work—and I want you going home safe.
- Let's figure out a safer way to get this done.

Recognition and Positive Reinforcement

- I saw you stop to fix that—great job looking out for others.
- Thanks for reporting that near miss. That helps everyone.
- You led by example when you wore your PPE in the shop.
- Nice work spotting that hazard before it became a problem.

Follow--Up Questions for Incidents or Near Misses

- What can we learn from this situation?
- Were there any warning signs beforehand?
- How can we prevent this from happening again?
- What support do you need to make that improvement?

Tips for Effective Safety Conversations

- Ask open--ended questions.
- Don't assume or assign blame.
- Be visible and approachable.
- Reinforce that safety is a shared responsibility.
- Always follow up—your response builds trust.