# Effective Safety Leadership

## 5 Skills and Actions

<table>
<thead>
<tr>
<th>Leadership Skills</th>
<th>Good Leadership Actions</th>
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</table>
| Leads by example  | - Establishes safety expectations as a core value  
|                   | - Shares safety vision with team members  
|                   | - Demonstrates a positive attitude about safety  
|                   | - ‘Walks the Talk’  
|                   | - Leads up!  
| Engages and empowers team members | - Engages, encourages, and empowers team members to identify and act upon unsafe situations by...  
|                   |   - Reporting hazards and safety concerns  
|                   |   - Providing solutions  
|                   |   - Reporting near misses  
|                   |   - Stopping work if necessary  
| Actively listens and practices three-way communication | - Actively listens to hear what team members are saying  
|                   | - Practices three-way communication by having person repeat the message they heard  
| Develops team members through teaching, coaching, and feedback | - Respectfully teaches and coaches workers  
|                   | - Watches the learner fix the hazardous situation or perform the task to make sure it’s done correctly  
|                   | - Focuses on potential consequences rather than on the team member  
|                   | - Uses the FIST principle: Facts, Impact, Suggestions, Timely  
| Recognizes team members for a job well done | - Privately and/or publicly acknowledges team members for going above and beyond when it comes to safety  

Adapted from the Foundations for Safety Leadership training developed by CPWR: The Center for Construction Research and Training