



Daily Toolbox Talk: Embracing Every Voice.
Wednesday, May 8, 2024

Embracing every voice creates an environment where every team member feels valued and heard. When people feel their voice is heard, employee morale and engagement improve, teams are more productive, and various perspectives are shared. In contrast, if people do not feel heard, people are not willing to bring forth concerns. Safety, morale, and production could potentially suffer as result of not listening to the concerns.

When you joined the Rosendin team you should have received a **STOP WORK CARD** that allows you to stop an activity that may present a danger to you, a co-worker, or the general public. Any time you recognize a scenario where you feel unsure about the task or situation - you are empowered to immediately Stop Work.

We encourage everyone to report unsafe conditions and hazards to their supervisor to eliminate those hazards and prevent incidents and injuries from occurring at our projects and facilities. Not having the training or knowledge to complete a task poses just as much of a risk as a physical hazard. Ask your supervisor or coworker to demonstrate how to complete a task. Gather more information if the scope of work is unclear.

To build upon the Stop Work Card, when a task is started and all of a sudden an audible was called to deviate from the established plan – this is a Pause scenario. The Power of the Pause will help us stop and think through the situation and collaborate with our peers to make the right decision. There are a lot of things that can go wrong when we deviate from the established task especially if there is a sense of urgency created from this sudden change. We must PAUSE, regroup with our foreman/supervisor/crew, and establish a new game plan. Incidents and injuries are more likely to occur if we deviate from the plan. Take your time, involve your supervisor, and establish a plan when the task changes. Let the 'Power of the Pause' help prevent incidents

