

Be Safe



ELEVATE SAFE

## EMPLOYEE SAFETY ALERT

### FIGHTING COMPLACENCY

Now that we are about half way through the season and we have had little new snow fall, complacency and a false sense of “being an expert” can set in.

One of the biggest problems faced in the midst of completing day to day tasks on the job is complacency. Employees become accustomed to doing things in a certain way or tasks flowing a certain way and grow oblivious to the hazards that may be ever present around them. This type of state of mind can affect many things including productivity, quality and safety.

Safety complacency in the workplace can be a literal killer on the job. All too often workers do not realize how complacent they actually have become until they have a near miss or close call; such events tend to jumpstart hearts and refocus proper attention, at least for a little while, to the importance of tasks at hand. With complacency there is a sense of numbness that develops to hazards. EVERYONE should be on guard to the onset of complacency in the workplace.

Some tips for YOU to curb complacency in your work areas:

1. **Share the Mission**— remind your teams of the company’s mission, purpose and goals for the day and the season. This will help them maintain a connection to the larger missions and emphasize that **their behaviors have an impact**.
2. **Avoid Routines**—Repetition can be related to complacency. If possible and applicable rotate teams through different tasks to keep their mind and bodies challenged and engaged. Variety can fight off complacency.
3. **Encourage Observation** - Have your teams briefly stop work and **observe** the actions of others as they work. Observing others raises one’s own awareness as well as the awareness of co-workers
4. **Correct Poor Performance**— Immediate and appropriate coaching can help employees identify, and change troubled practices and potential problems

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