

safety Nonprofit Toolbox Talks for matters

From your safety partners at BCG Advisors, Inc.

Leading By Example Around New Employees

Have you ever worked with someone who inspired you? A hardworking person can have a powerful influence on his or her team, especially when he or she is working with someone who is new to the job or to the company. As the co-worker of a new employee, consider yourself the most important role model during his or her first few weeks. Your attitude and your respect of policies and safety procedures could save him or her from an accident or serious injury!

Be a Safety Mentor

You know that nonprofit careers can present a variety of hazards. At , we have stressed the importance of doing your job the safe way, and we've given you a wealth of knowledge about the risks of your job and ways to stay safe. When you are working around others, especially if they are new to our workplace, it is your turn to share that knowledge to protect them, our customers and yourself.

It may take a while for new employees to adjust and feel like they fit in on the job. Those that have never held a similar job or were employed by an organization with a weak safety program will need considerable safety instruction and leadership. While managers will attempt to train them in workplace safety as thoroughly as possible, employees will naturally look to you for advice and information. Their early impressions of the way you value safety will set the stage for their future work habits.

Lead by Example

In this important transition time, your actions will speak louder than your words. If you fail

to lock up and secure the building properly, for example, you demonstrate to a new employee that safety is not important at . When you do not follow safety procedures, you are ultimately putting new employees that are learning from and imitating you in danger.

On the other hand, some new employees may come to from organizations that emphasize safety like we do. In that case, their personal respect for you will grow when they see that you care about workplace safety just as much as they do.

You are aware that safety should always take priority in nonprofit and faith-based organizations because accidents and incidents are a reality. Take care to be sure that your new co-workers are aware of job-related dangers, too. Doing so will keep everyone at our worksite safe.

Think again of that co-worker that has inspired you, and do your best to keep him or her in mind when you are working with new employees. Everyone will be safer when you make a good impression on a new employee, so do your part. Now is your chance to inspire!

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