



SAFETY AND WELLNESS: CULTURAL LEGITIMACY

A TOP DOWN APPROACH



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Cultural Impact of Finances

- It ALWAYS starts with the budget– does your company take safety and wellness seriously enough to commit dollars each year to implementing, training and educating? You do it with everything else.
- If your owner understands safety as a black and red issue, then the financial piece of the puzzle actually helps...not hurts.
 - Work comp rates
 - EMR/DART rates for bidding legitimacy
 - Auto rates
 - Dividends for high performing programs
 - Worker health and wellness leads to employee retention and lowered training costs
 - So...what if your employees are/not happy....

How's work?

ACME CONSTXN COMPANY

Man, it is a great place to work. They really take care of us,

My boss is awesome. He listens to what I say. He changes things that aren't working.

Our schedule is great. He knows if we've had a hard week. They keep us posted about upcoming changes and project schedules. Two weeks from now we may be working on that new office building on Potomac. It looks cool.

The equipment we use is good stuff. They take care of it and make sure it's safe. Last week one of the whozits started squeaking and the supe thanked me for letting him know. They got it fixed that day.

We are building some really cool stuff. Let me show you a picture of the last project.

“How’s that job going?...”

SMACME CONSTXN COMPANY

Oh, it’s a job. Same stuff, different day.

My boss is an idiot. He thinks he knows it all. He never listens

They never know when they’ll need me. They are so disorganized. They treat us like mushrooms, man, never tell us anything.

They give us crap for tools. The last which-a-ma-callit I used was rusty and didn’t work well. I told them, no one cared. Man that could kill someone, I told them that.

The boss yelled at me last week for screwing up the the whatamadilly, but nobody ever told me how to do it.

They want us to work harder, something about productivity – screw them. Those bosses are taking home big bank, they can share a little bit.

It's all about perspective I suppose.

- ▶ Attitude is most often inspired by the leadership in your company.
- ▶ Follow the leader...right off a cliff.
- ▶ Solution-focused, engaged, positive and helpful?
- ▶ Do you leaders promote and UPHOLD your company's core values?
- ▶ Does your safety and wellness program live and breathe inside your mission, vision and values?

The Three Stonecutters

An old man walked past three stonecutters working near each other.



“What are you doing?” He asked the first.

“**Cutting these heavy stones,**” he replied, frowning.

“What are you doing?” He asked the second.

“**Building that big wall,**” he replied evenly.

“What are you doing?” He asked the third.

“**Building a beautiful cathedral,**” he replied, smiling.

Do you include mental health and wellness in your definition of culture?

- ▶ Do you provide mental health resources for your employee? SUPPORT
- ▶ Do you attempt to destigmatize discussions surrounding mental health? LISTEN
- ▶ Do you reward employees for seeing therapists, counselors etc.? UPHOLD

WHAT IS OPTIMAL MENTAL HEALTH?

Generally happy

Self-expressed;
self-actualized

Deals with setbacks
optimistically

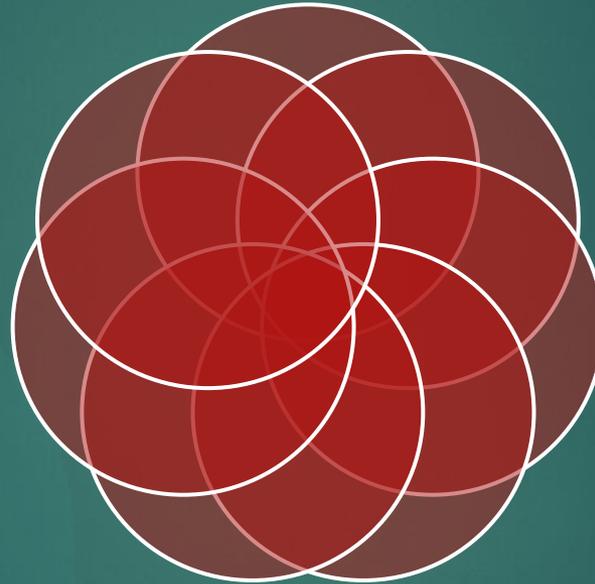
Comfortable
with life situation

- Financial
- Relationships

Feels the world
is a generally
OK place

Good
relationships

Feels they have
the power to
change things



What do we want? What do we need?

A great workplace helps create mental and emotional health by helping fulfill our basic human needs and desires.

- We want to feel important.
- We want to be recognized.
- We want to be “heard.”
- We want to be a part of something – a team, a tribe, a trade.
- We want to be part of something bigger than ourselves.
- We want to make a positive contribution to the world.
- We want to not look foolish.
- We want to possess mastery and skill.
- We want to feel we control our lives.
- We want to feel safe.
- We want a workplace that is functional and attractive.
- We want to use good tools.

How do we get there?

What creates mental health?

- Good diet and sleep habits
- Regular exercise / trainings
- Stick to your plan
- Understanding of health/fitness
- Instruction and education
- Motivation – encouragement and access to resources
- Others who are similar discussing openly

Additional thoughts...

Thank you!