JOBSITE CULTURE
Continuing the conversation with our safety awareness campaign, Work Safe. Live Safe. 24/7 ETHICS series, we turn our attention to jobsite culture. Clayco understands that safety doesn’t stop at minimizing physical dangers, but we must also mitigate factors that disrupt the emotional and psychological safety of workers.

Psychological safety is a shared feeling that it’s OK to be open and honest in a group setting. Amy Edmondson, a Harvard Business School professor who coined the term, describes a psychologically safe workplace culture as one where people are not full of fear, and the act of speaking up and learning from mistakes is encouraged, even celebrated. Edmondson has confirmed that psychological safety predicts quality improvements, learning behavior and productivity. Clayco’s Field Focus Program is part of our solution to creating a better jobsite culture that is psychologically safe by promoting better coaching skills to increase productivity and safety through a focus on mental wellbeing, awareness, resources and support.

MENTAL HEALTH & WORKPLACE SAFETY
According to the Center for Disease Control Construction is the #1 industry for suicide among male workers in the United States.

Some of the contributing factors to this challenge include:

- We work in roles that are often isolating
- Employment can be sporadic and subject to economy/pandemic
- Spending large amounts of time away from family and friends
- Chronic pain caused by manual labor
- Stress due to time constraints, work environment and poor sleep
- Use of alcohol and mood-altering substances to cope
- Stigma of mental illness encourages secrecy and isolation

It is important to treat mental health like we do physical health. We do not blame individuals for getting sick so we should be accepting of individuals who may be struggling with mental health issues.

- For many years it was considered taboo to talk about mental health at work and other public places. Fortunately, the stigma over talking about mental health is changing. Clayco is looking to be a leader in this space.
- Two most frequently observed mental health conditions in the workplace are depression and anxiety.
- It is important to treat all employees with respect. Clayco’s Work Safe. Live Safe, 24/7 culture is intended to build a caring culture where we look after one another.
- Mental health is a personal issue, a family issue, a community issue, and a society issue. This is why mental health is an important part of our Safety 24/7 culture.
Creating a jobsite that is both physically and emotionally safe takes intentional action from all of us.

**What we see matters.** Consider a time when you saw or witnessed something negative or offensive; what response did you have? Maybe it didn’t offend you, but could it have offended someone on your team? These are reflections and the actions or inactions from them can make a big impact on jobsite culture and morale.

**COACHING TIPS JOBSITE CULTURE:**

Checking in with your crew-mates to let them know you care demonstrates respect and concern for their wellbeing. Taking time to listen or being patient can go a long way to making people feel respected and cared for.

*Things to consider when creating a psychologically safe work environment:*

- **Manage your Reactions**
- **It may help to reflect on the following:**
  - Everybody makes mistakes “even me”
  - Everybody plays a role in safety “even me”
  - Everybody deserves respect “even me”
- **Try listening more than you speak**
  - Listen – Rephrase – Ask
  - Asking questions to gain more information before you make a suggestion or offer a solution can be helpful to your teammates.
- **Encourage people to ask for help**
  - Dr. Anthony Hood, University of Alabama Birmingham says, “If employees ask for help and are subsequently treated as if they are incompetent or slackers, they’ll suffer in silence, but the workplace will suffer as well,”
  - Don’t wait for them to come to you. Go ask them, do you need help? Are you good? Give them the benefit of the doubt.

For confidential resources & benefits for mental health and wellbeing scan the QR code.