RISE TO LEADERSHIP

When companies are building a safety culture, more often than not, they focus solely on the physical aspect and inclusion is not considered. However, the mental and emotional wellbeing of employees – based on whether they feel included as a valued member of the team – can be linked to safety incidences on a job site.

It is common practice for construction workers to observe and assess any new employee – regardless of race or gender – to determine skill level and ensure safe work practices. These assessments only become an issue when they shift from skill and safety checks and into workplace harassment, hazing or bullying. Clayco is leading the industry to establish an inclusive jobsite culture free from harassment, hazing and bullying.

How many times have you felt uncomfortable with how somebody on a jobsite was being treated, but didn’t do anything about it? Learning how to become comfortable being uncomfortable and taking a stand against destructive and distracting actions is a great way to lead by example.

BULLYING

Intentionally and repeatedly causing another person emotional, mental or physical harm. Some examples include:

- Denying workers breaks
- Supervisors using condescending or demeaning language
- Staring down a colleague but not greeting them or saying anything

HAZING

A ritual or initiation process – commonly for apprentices or new employees – that intentionally causes embarrassment.

- Refusing to train apprentices or teach them their trade; making fun of them when they don’t know how to do something
- Making an apprentice or new employee take the fall for poor quality work of a more senior employee

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Often what determines whether we will take action is dependent on how many people are present. The greater the number of people present the less likely we are to intervene in a situation. This is called the bystander effect. It happens because in a large crowd one person feels less responsible to take action since there is shared responsibility to act amongst all bystanders.

As humans, we also look to others for social cues on how to respond. When others fail to act it serves as confirmation to us that no action is required, even though it may be. Anyone on a jobsite can be a leader, and as a leader when you RISE to the occasion, push past the discomfort, take responsibility for your own actions and speak up in the moment you keep the “bystander effect” from happening while affirming the value of your colleagues.

**COACHING TIPS OPPORTUNITIES TO RISE:**

It is important to acknowledge that barriers exist for individuals who may want to speak up or know they should speak up but are unsure of how to safely do so. Some common reasons that individuals stay silent include:

- Not knowing what to say or do
- Fear of looking bad among colleagues
- Fear of making things worse
- Fear of becoming a target for future harassment
- Triggering one’s own trauma from past situations
- Fear of risking personal or professional relationships
- Fear of retaliation – putting your job, reputation, or influence at risk
- Power dynamics – confronting a superior or someone well-liked

To keep the jobsite safe, silence is not an option. **Take a stand and RISE TO LEADERSHIP!**

For additional resources and to learn more about the Ethics series scan the QR code.