

# JANUARY *Safety Talk*

## Topic: Monthly Crew Talks

Every month, Supervisors should be holding crew talks/safety talks with their staff. Are they effective? Are staff learning what they need to learn? Is the topic something they even need to know about?

Here are some tips to make this monthly activity effective.

### What do your staff need to know?

Do a needs assessment:

- What are the critical issues right now?
- What projects are coming up where safety is a concern?
- What safety issues have arisen recently?
- What do your staff want to learn about?

### When do they need to know this?

- Plan crew talk topics well in advance, even for the entire year, being flexible to shift critical issues to the forefront if necessary.



### How will staff best learn and retain this information?

To answer this question, you need to understand the following principles of adult learning.

#### Adults:

- Must recognize the need to learn
- Want to apply new learning back on the job
- Need to integrate past experience with new material

- Prefer the concrete to the abstract
- Need a variety of training methods
- Learn better in an informal, comfortable environment
- Want to solve realistic problems
- Prefer the hands-on method of learning

With all this in mind, standing in front of your staff, with a powerpoint projected behind you, is clearly NOT the best method to impart knowledge on any subject.



### Meeting the needs of all learners

Your staff will come from a wide variety of backgrounds; gender, cultural and age differences will all have an impact on how you present your topic, and

how your staff will learn. For this reason, you need to vary your presentation styles, add a variety of activities, visual aids, and learning experiences.

**Each generation is said to have their own learning preferences and motivation for learning. Consider this:**

#### Mature (1922-1945)

- Prefer traditional classroom and straightforward presentation
- Motivation for learning is tied to the good of the organization

#### Baby Boomers (1946-1964)

- Prefer interactive, non-authoritarian learning environment full of teamwork and networking opportunities
- Motivation for learning: will help them be stars at work

#### Gen X'ers (1965-1978)

- Prefer self-directed learning, honest feedback, fun, personal and fast-paced instruction
- Motivation for learning: adds to their marketability

#### Gen Y'ers (1979-1984)

- Prefer cooperative learning, teamwork and use of technology
- Motivation for learning: increases their marketability; helps them deal with difficult people

#### Gen Z'ers (1984+)

- Prefer flexibility to learn in the way they find works best; their brains have become wired to complex visual imagery
- Motivation for learning: helps with their marketability, possibly for jobs that don't even exist yet

Given the generational differences, to have the most impact with your crew talk, you need to find ways to make the session meaningful, interactive, and fun.

Follow that up with on-the-job observations and ensure staff are able to show you what they have learned.

### People generally remember:

**10% of what they read**  
**20% of what they hear**  
**30% of what they see**  
**50% of what they hear and see**  
**70% of what they say and write**  
**90% of what they DO**