

WEEK #1

Four States of Mind

Understanding How Our State of Mind Influences Safety

This Weeks Leadership Objective

Help every worker understand that our mental state changes throughout the day, and recognizing those changes is one of the most effective ways to make better decisions and prevent incidents.



Every Safe Decision Begins Here

Good morning everyone.

Before we inspect our tools...

Before we inspect our equipment...

Before we begin work...

There's one thing we should inspect first.

Ourselves.

Every decision we make today will be influenced by our state of mind.

If we're focused, we tend to notice hazards.

If we're rushed, distracted, fatigued or overwhelmed, we begin missing things that normally would have been obvious.

Today's conversation isn't about blaming people.

It's about recognizing that we're all human.

Ask the Crew

- Have you ever caught yourself halfway through a task and realized your mind wasn't there?
- What usually causes that?

LEADERSHIP TAKEAWAY

Safety begins long before the first task. Great leaders encourage their crews to check their state of mind before they check their tools.

REMEMBER...

Before every task..
Check yourself first.



Four States. Four Outcomes.

Throughout every shift we move between four different mental states.

Nobody stays perfectly focused all day.

The goal isn't perfection.

The goal is awareness.

When we recognize our state early, we can change it before it affects our work.

Discuss Each State

Focused = Alert/Prepared/Thinking ahead/Recognizing hazards.

Rushed = Feeling pressure/Trying to catch up./Taking shortcuts without realizing it.

Fatigued = Energy dropping, Reaction time slowing, Details becoming easier to miss.

Overwhelmed = Too many things competing for attention, Frustration, Stress.

Reduced awareness.

Ask

Which one do you think causes the most incidents?

(Allow discussion.)

LEADERSHIP TAKEAWAY

Help your crew recognize that changing mental states are normal. Awareness—not perfection—is the goal.

REMEMBER...

You can't manage what you don't recognize.



Check Your State

We all check our PPE.

We check our tools.

We check our equipment.

But how often do we check ourselves?

Ask Yourself

- What state am I in?
- How is it affecting my decisions?
- What can I do to return to focused?

Crew Question

What are some signs that tell you you're no longer fully focused?



LEADERSHIP TAKEAWAY

Create an environment where workers feel comfortable admitting when they're distracted, rushed, or fatigued.

REMEMBER...

A 30-second pause can prevent a lifetime regret.

Four States. Four Outcomes.

Our mental state doesn't stay with us.
It shows up in the quality of our decisions.
Focused thinking usually leads to safer outcomes.
The further we drift away from focus, the greater the chance that we'll miss something important.
The lesson isn't that we're bad workers.
The lesson is that our thinking changes throughout the day.

Ask
Can you think of a time when rushing caused a mistake—not necessarily an incident—but a mistake?



LEADERSHIP TAKEAWAY

Connect state of mind to decision quality—not to blame. Focus on learning, not judging.

REMEMBER...

Your state influences every decision you make.

Recognize It. Manage It.

Awareness isn't enough.

Good workers recognize their state.

Great workers manage it.

Sometimes that's as simple as slowing down.

Sometimes it's asking for help.

Sometimes it's taking thirty seconds to reset before continuing.

Discussion

What are practical ways to reset when you realize you're rushing?



LEADERSHIP TAKEAWAY

Recognition is only the first step. Encourage workers to actively manage their state before continuing the task.

REMEMBER...

Recognize it. Reset it.
Continue safely.

Lead Your State. Lead Your Crew.

Leadership starts long before someone becomes a supervisor.
Everyone influences someone.
Your attitude affects the crew beside you.
Your choices influence the culture around you.

Crew Question

How do positive attitudes spread?
How do negative attitudes spread?



LEADERSHIP TAKEAWAY

Leadership is demonstrated every day through personal example—not job titles.

REMEMBER...

People notice what you do more than what you say.

Every Safe Decision Starts With You

Safety isn't something management gives us.
It's something each of us contributes to.
Every conversation.
Every correction.
Every intervention.
Every decision.

Ask

What is one thing you can personally do today that makes the crew safer?



LEADERSHIP TAKEAWAY

Build ownership by helping workers understand that safety culture is created one decision at a time.

REMEMBER...

Every safe decision starts with you.

Strong State. Strong Crew.

A strong crew isn't built through luck.
It's built through consistent leadership.
When we manage ourselves well, we help everyone else perform better.

Discussion

How do you know when your crew is operating in a focused state?



LEADERSHIP TAKEAWAY

Strong crews are built when individuals consistently lead themselves first.

REMEMBER...

Strong leaders build strong crews.

Key Takeaways

Review

- Your mental state changes throughout the day.
- Recognize when it changes.
- Pause before poor decisions become incidents.
- Leadership begins with personal accountability.
- Focus protects people.

Weekly Challenge

Before starting every task this week, silently ask yourself:
"What state am I in right now?"

LEADERSHIP TAKEAWAY

Review the lesson, reinforce the expectations, and challenge the crew to apply one idea immediately.

REMEMBER...

Small changes in thinking
create safer outcomes.



One Last Thought

Before we inspect our tools...

Before we inspect our equipment...

Before we begin work...

Take a few seconds to inspect yourself.

Your state of mind influences every decision you'll make today.

Changing your state may be the safest decision you make all shift.



LEADERSHIP TAKEAWAY

Leave your crew with one idea they can carry onto the worksite today. The last message is often the one they'll remember when the work begins.

REMEMBER...

Your state of mind may be the most important piece of PPE you wear today.

Any Safety Related Cares, Questions, Concerns?

