

Toolbox STCKY Talk

A way to help us recognize and manage situations that endanger our people, clients, partners, and communities.



Respecting The Plan

Awareness

Every job starts with a plan, but the plan only works if we actually follow it. Most incidents don't happen because there was no plan, they happen because the plan wasn't understood, wasn't followed, or didn't get updated when conditions changed.

On a construction site, things are constantly moving – weather shifts, crews change, equipment shows up, and conditions evolve. If we're not paying attention, we can go from controlled to exposed real quick.

Identification

Before and during the work, we need to identify:

- Do we have a clear plan – and does everyone understand it?
- What hazards were identified during planning, and are they still valid today?
- What's changed from when the plan was built?

Look for breakdowns:

- Gaps in communication
- People taking shortcuts or working outside the plan
- New hazards showing up that weren't accounted for
- Your voice matters here – craft knowledge is what makes the plan real.

Response

When we identify a gap or a change, we act:

- Follow the plan as written – don't freelance
- Speak up during pre-task planning and throughout the day
- Use your Stop Work Responsibility if something doesn't match the plan
- If conditions change: Stop. Reassess. Replan

Then:

- Bring the team together
- Adjust the plan to match current conditions
- Make sure everyone understands the updated approach before restarting

