

Video 2: Supervisor

There is an essential role for supervisors to play in supporting young, new and inexperienced workers. Because these workers often lack experience, confidence, and familiarity with workplace expectations, clear guidance and close supervision are critical.

Effective supervision protects new workers, builds their skills and confidence, and fosters a safe, positive learning culture.

Get the most out of the safety video

This video highlights the importance of supervisors modelling positive, professional behaviours — not only demonstrating correct procedures, but also providing step-by-step instruction, checking for understanding, and explaining why tasks must be done a specific way.

01 Before watching, ask your team to think back in their own work experiences:

- What qualities did great supervisors model?
- What is the problem with telling, rather than teaching new or inexperienced workers on the job?
- If you were new on the job, what would help you feel safe asking questions?
- How can supervisors turn everyday tasks into teaching and mentoring moments?

02 Watch the safety video

While watching the video, consider:

- What hazards in your workplace might a new worker overlook? Why?
- What mentoring actions did the supervisor use that you could apply in real situations?
- What can you say or do to show new workers you are invested in their long-term success, not just the task at hand?

03 Discuss with your team

- Can you identify any hazards with your daily tasks that new workers may miss?
- What can we do to make new workers feel comfortable asking questions or speaking up when unsure?
- How can we turn everyday tasks into quick teaching moments?

04 Key takeaways

- Hazards aren't always obvious. New and inexperienced workers need guidance to recognize what can harm them.
- A supervisor's mindset and behaviour directly shape how safe, confident, and capable a new worker becomes.
- Clear communication saves lives. New workers need explicit expectations — not assumptions.

05 Call to action

- When checking in with a new worker, create space for dialogue by asking open-ended questions and encouraging them to speak up.
- Take a moment to teach, not just tell, the next time you are assigning a task to a young or new worker.