

Video 1: The Worker's Perspective

Workers who are young or new to an industry, role, or organization are more likely to be injured in their first weeks and months on the job. Inexperience, unfamiliar hazards, and hesitation to ask questions or speak up can increase this risk.

New workers may feel pressure to keep up and avoid slowing others down. Recognizing and addressing these pressures early helps create a safer, more supportive workplace.

Get the most out of the safety video

This video contrasts a new worker's perspective with a supervisor's awareness of hazards. Understanding the risks inexperienced workers face helps supervisors take steps to reduce them. Viewing tasks through a new worker's lens can reveal gaps in understanding and highlight what's needed for safe work.

01

Before watching the video, ask the team to think back to when they were a new worker starting in the industry:

- Have you ever pretended to know something because you didn't want to look inexperienced? What happened next?
- Why might new workers hesitate or avoid asking questions even when they're unsure?
- How can others help new workers to speak up and share their concerns and questions?
- What can experienced workers or supervisors do to help new workers feel less overwhelmed?

02

Watch the safety video

While watching the video, consider:

- Asking questions is a safety skill, and not a weakness. Normalize not knowing and asking.
- Risk isn't just about experience or skill; it's also about mindset. It's about how people think, perceive risk, communicate, and engage with their environment.
- New workers can't see what they've never been taught or experienced. Hazard awareness is not instinct—it's learned. Clear instruction and modeling matter.

03

Discuss with your team

- If you were in the worker's shoes in the video, what red flags would you look for next time?
- How do you want people to respond when you raise a concern? What makes that response feel supportive?
- What real life pressures might cause you to stay silent? (e.g. time pressure, wanting to fit in). How can you manage or challenge those pressures in the moment?

04

Key takeaways

- Clear communication saves lives. "Ask before you act" is a protective skill, not a flaw.
- Inexperience doesn't mean incompetence. Learning is expected to occur on the job. Normalize asking questions and slowing down to understand the job.
- Today's workplaces must make speaking up feel safe, not risky. If workers fear being judged, they stay silent—and hazards will go unnoticed.

05

Call to Action

- What's one safety behaviour you want to strengthen after watching this video?
- What's one thing you can do to support a new worker starting next week, month, or season?