

Workplace Stress

PROJECT / SITE	DATE	TALK LED BY

THE HAZARD

Year-end deadlines and holiday pressure land on people at the same time. Stress shows up as inattention long before it shows up as anything anyone talks about, and inattention is what gets people hurt.

WHAT GOES WRONG

- Schedule pressure passed straight down to the crew with no change to the resources.
- Someone visibly struggling and everybody working around it rather than asking.
- Long hours treated as commitment rather than as a risk factor.
- Nobody knows what support exists, so nobody uses it.

CONTROLS: BEFORE YOU START

- Say out loud what the real deadline is and what is genuinely flexible.
- Watch for changes in people: withdrawal, short temper, mistakes, lateness, absence.
- Ask directly and privately when you notice a change. Not in front of the crew.
- Know what support your employer actually offers, and be able to name it without looking it up.
- Take the pressure off the highest-risk work first when the schedule tightens.

ASK THE CREW

1. Who on this crew is carrying the most right now?
2. What is the real deadline, and what is flexible?
3. What support does this company offer, and can anyone here name it?
4. Who has noticed a change in someone and not said anything?

ATTENDANCE RECORD

Everyone present signs below. This sheet is the record of the talk.

PRINT NAME	SIGNATURE
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SUPERVISOR / COMPETENT PERSON	SIGNATURE