



# HOW DO WE MAKE A DIFFERENCE?



You don't need a fancy title or decades of experience to make a difference here—what you do today can shape someone's entire week

## WHY IT MATTERS

On a construction site, it's easy to get tunnel vision: focus on the task, meet the deadline, get home safe. And that matters. But so does how we show up in between. The truth is, each one of us has the power to influence the jobsite culture, for better or worse, by the way we talk to each other, support each other, and lead by example. You are someone's role model, whether you know it or not. Remember:

- **Leadership doesn't require a title.** You lead every time you step in to help, stand up for a teammate, or admit when you're wrong. The way you work, speak, and treat others sets a tone for the entire crew.
- **Small actions add up.** Think about it—offering help, asking someone how they're doing, noticing when someone seems off. These little things build trust. They create a safer, more respectful job site. And they often matter more than big gestures.
- **You might be the reason someone stays.** Or the reason someone speaks up. Or even the reason someone gets through a rough week. Many people don't talk about what they're carrying. But they remember how you treated them.
- **Our choices shape the culture.** If we ignore disrespect, we allow it. If we cut corners, others will too. But if we choose accountability, kindness, and safety—others will follow.

## HOW TO MAKE A DIFFERENCE

- **Check in.** If someone's been quiet, distracted, or off their game—ask them how they're doing. That simple moment might be exactly what they needed.
- **Model safe behavior.** Even when no one's watching. Especially when no one's watching.
- **Share your knowledge.** If you've been around longer, show someone the ropes. If you're new, speak up when you see a better way. Every perspective has value.
- **Speak up with respect.** Whether it's about safety, behavior, or mental health—use your voice. It shows you care about the team, not just the task.
- **Recognize effort.** You'd be surprised what a genuine "Good job" or "Thanks for your help" can do for someone's day.
- **Offer support when someone is struggling.** We all have hard times. Offer support, resources, or even tag in a leader or HR professional if someone needs extra help. We all need help sometimes.

**Remember - you don't have to do everything—but you can do something. And that something might be exactly what someone else needs.**

### *Takeaway Reflection:*

***Who's someone on-site you could check in with this week—not because they seem like a problem, but because they're a person?***

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