



TAILGATE

HUMAN-CENTRED HEALTH and SAFETY TRAINING MATERIALS

TOOLBOX TALK – Fatigue Affects Everyone

Date:

Crew / Site:

How to Use This Safety Talk

This is a short, practical conversation guide - not a lecture. Read it in your own words make it personal for your crew by adding site specific examples, something you noticed recently. You don't need to memorize anything or sound polished. If it feels natural, it will land better.

Opening

Before we get started today, I want to talk about fatigue - because it's a safety issue, whether we name it or not.

The OSHA requires us to protect workers from hazards that could cause injury. Fatigue is one of those hazards, even though it doesn't always look obvious.

Fatigue doesn't usually show up as someone falling asleep on the job. More often, it shows up as slower reactions, missed steps, short patience, and small mistakes that add up.

Fatigue doesn't just come from long shifts. Stress, poor sleep, and life outside work all affect how safely we can perform our tasks.

Recognizing fatigue early is part of working safely – and part of doing our due diligence for ourselves and for the crew.

Why This Matters

Fatigue can affect our:

- Judgment
- Coordination
- Awareness of hazards
- How we treat each other

Working tired increases injury risk for everyone on site - not just the person feeling it. Speed feels productive until it isn't.

The Tool: Be Honest About Capacity

Before starting a task, ask yourself:

- Did I sleep well?
- Am I struggling to focus?
- Do I need a moment before starting?

If you're not at your best, say something early. That's part of working safely. And if you're not sure what to do need to, come talk to me. That's what I'm here for.

Quick Crew Check-In (Optional)

Fatigue is a safety issue, not a personal failure. Planning, pacing, and early conversations prevent incidents. I'm going to ask a couple quick questions. There are no right answers - just say what comes to mind.

- Have you ever forced yourself through a day when you were really tired?
- Have you ever had a near miss when you were tired? What happened and what can we learn from it?

Take a second. I'm listening.

Let's look out for ourselves and each other as we get back to work.

Supervisor Note:

Looking out for fatigue is looking out for the crew.

TOOLBOX TALK – Fatigue Affects Everyone

Attendance Sheet

Company/Site: _____

Date: _____ Supervisor Name: _____

Workers in Attendance:

1 _____

2 _____

3 _____

4 _____

5 _____

6 _____

7 _____

8 _____

9 _____

10 _____

11 _____

12 _____

13 _____

14 _____

15 _____