



TAILGATE

HUMAN-CENTRED HEALTH and SAFETY TRAINING MATERIALS

## TOOLBOX TALK: Burnout Shows Up as Behaviour

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

I want to talk about burnout, because it's something supervisors are expected to notice – even if we don't always call it that.

Under the OHSA, due diligence means paying attention to how work is actually happening, not just how it's written in a procedure. Burnout doesn't show up on paper. It shows up in behaviour.

In the trades, burnout usually doesn't look like someone asking for help. It looks like snapping at coworkers, cutting corners, or saying "I don't care."

That's not a character flaw. That's often a sign that someone's overloaded.

Catching those changes early isn't being nosy - it's part of effective supervision. And it's one of the ways we prevent incidents before they happen.

## Why This Matters

Burnout affects:

- Focus and attention
- Decision-making
- How we communicate with each other
- Injury risk and close calls

If we only react when someone blows up or stops showing up, we've waited too long. Noticing changes early keeps people safer – and keeps our crew stronger.

## The Tool: Notice Changes, Not Labels

You don't need a long conversation. Just ask:

- "How's work going today?"
- "Anything making it harder than usual?"
- "What do you need from me right now?"

Your job is not to "fix" anyone - just listen. That alone can change how safe someone feels here.

## Quick Crew Check-In (Optional)

We're not here to diagnose anyone. What matters is noticing changes:

- Trouble sleeping
- Shorter fuse than usual
- More mistakes than normal
- Pulling away from the crew

These are signals – not failures.

## Supervisor Note:

Checking in early builds trust and trust improves communication. Communication keeps people safe.

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## Attendance Sheet

Company/Site: \_\_\_\_\_

Date: \_\_\_\_\_ Supervisor Name: \_\_\_\_\_

### Workers in Attendance:

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_

4 \_\_\_\_\_

5 \_\_\_\_\_

6 \_\_\_\_\_

7 \_\_\_\_\_

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