



## CICA – Vic / Tas Branch Crane Safety Bulletin #331 March 2024



Greetings all. Today's Bulletin is about creating a culture of pride in our work.

This is an issue that is often raised, is a source of frustration and has safety implications.

Lack of pride in our work can lead to carelessness and carelessness can lead to hazards which in turn lead to accidents.

Lack of pride in our work also has productivity and reputational implications.

To assist construction workers in taking pride in their work, it is essential to foster a sense of pride at three levels: in the job itself, the team they work with, and the company they are part of.

So where do we start motivating people to take pride in their work?

Let's look at some practical ways to boost pride in the workplace.

**Know why your work matters:** Understanding the significance of their work can help employees take pride in what they do. Communicating the goal of the project and the importance of it will give them insight into the overall vision.

This is especially important in construction work as often a trade may only see a small part of the overall project.

A broader perspective helps employees see how their specific tasks fit into the larger context of the project.

When workers understand the project as a whole, they can better appreciate the importance of quality in their specific tasks.

This awareness fosters a commitment to producing high-quality work, contributing to the overall success of the construction project.

**Strive for continual progress:** Encouraging continuous improvement and growth can instill a sense of accomplishment and pride.

By investing in skill development and training opportunities for employees, can make workers feel that their skills are valued and being developed. This can be a huge source of encouragement, and increase their sense of worth and commitment to their team.

Recognising the value of individual contributions can also enhance employees' pride in their roles. Acknowledging and appreciating employees' efforts through gestures like compliments, an unexpected reward, or public recognition goes a long way toward making people feel valued. If they feel valued, they are more likely to want to do well.

**Do a culture check:** Is your work environment one where it's ok for people to make mistakes? Are people encouraged and respected or verbally torn down and sworn at?

Encouraging teamwork and a culture of respect for and support of one another can foster a sense of pride in being part of a collaborative environment.

Leading by example, implementing fair and consistent policies, and facilitating healthy ways of dealing with conflict are all ways to build a healthy culture.

**Make a difference:** Providing opportunities for employees to make a positive impact through their work can boost their sense of pride.

*Cranes for a Cause* day in South Australia is just one example where employees are encouraged to participate and contribute to a cause they can feel good about contributing to.

**Frequent casual chats with employees:** Engaging in informal conversations with employees to understand their goals and motivations, builds a sense of connection and pride.

Remembering that Tom is into jujitsu, Rod's daughter's wedding is in a few months and Sara's a keen fisher can make individuals feel that they are seen and cared about.

Actively seeking feedback from employees about the workplace culture through one-on-one conversations helps to understand their experiences and perspectives and provides an opportunity to use the feedback to make continuous improvements.

**Encourage social connections:** Facilitating opportunities for employees to build relationships within the team, fosters a sense of camaraderie and shared achievements.

Building can go beyond infrastructure, building an individual's sense of worth, building a team's story



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and building a culture of acceptance and support will build a sense of pride and commitment.

If employees are treated like a commodity they'll **show up and do the work and get paid.**

When people come together and form a vision for how their future should look, they form a bond that cannot be replicated.

We need to appeal to the people we work for or who work for us on an emotional, not just on a practical level.

If there is no emotional level, then a person is seen as a commodity and won't put their best foot forward.

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