

## Performance Pressure Safety Talk

Performance pressure happens when the job, the clock, or the target pushes people to rush. It can come from too much work, not enough help, unclear instructions, poor tools, or last-minute changes.

In any trade or work area, tight deadlines, short staffing, and constant interruptions can lead to fatigue, mistakes, shortcuts, and injuries.

### Main Hazards and Early Warning Signs

- Too much work for the time available
- Deadlines or targets that cannot be met safely
- Workloads that make people miss breaks or recovery time
- Constant calls, messages, alarms, changes, or tracking
- Not enough people, supervision, tools, equipment, or working systems
- Extra paperwork, duplicate entries, or technology that slows the job down
- Unclear instructions when problems or changes come up
- Little control over work order, pace, or break timing
- Pressure to choose speed over safety
- Not enough support after overload, conflict, injury, near miss, or repeated disruption

Early warning signs may include:

- Rushing through regular tasks
- More mistakes, rework, or missed steps
- Skipped checks, setup, or cleanup
- Tiredness, stress, or trouble focusing
- Shortcuts in how the work is done or decisions are made
- Hazards reported late or poor handoff communication
- Short temper with coworkers, customers, clients, or the public
- More close calls or injuries during busy times

### Before Work Starts, Check

Make sure the job is set up so the crew can do it safely.

- Workload and deadline are realistic
- Task steps, physical demands, and job-site limits are understood
- Enough workers and supervision are available

- Tools, equipment, devices, and systems are working
- Breaks and recovery time are included in the plan
- Workers know who to call when the job is delayed or overloaded
- Time is included for paperwork, photos, notes, and other required admin
- Workers are rested, well, and able to work safely
- Everyone has clear permission to pause, stop, or call for help when work becomes unsafe

### **Safer Ways to Manage Pressure**

- Plan workloads and timelines that can be done safely
- Allow time for setup, communication, paperwork, cleanup, and safe completion
- Protect breaks during the shift and recovery time between shifts
- Match tasks with each worker's training, experience, tools, and equipment
- Cut out duplicate or wasteful paperwork and admin steps
- Balance production with safety and quality
- Report overload, delays, fatigue, or work conflicts early
- Give workers clear authority to pause, change the work order, or call for help when workload is unsafe
- Provide support after conflict, injury, near miss, or unusual disruption
- Fix repeated overload. Do not treat it as normal

### **Stop Work / Call a Supervisor When**

- A deadline is pushing unsafe speed or shortcuts
- Breaks are being skipped because of workload
- Tiredness is hurting alertness or judgment
- Tools, equipment, or systems are failing and causing distraction or mistakes
- The work cannot be completed safely as planned

### **Summary**

Performance pressure becomes a safety risk when workload or deadlines push people to ignore safe work methods. If the job cannot be done safely as planned, change the plan. Do not lower the safety standard.

### **Discussion points:**

1. *Where are we feeling the most pressure to rush right now?*
2. *What change would reduce pressure and help the work get done safely?*