

Peer Influence

Employers are confronted with the positive and negative outcomes of peer influences in the workplace. New and young workers are particularly impressionable to the actions and behaviours of their colleagues, coaches, and mentors. Whether intended or not, workplace interactions can prompt changes in safety behaviours, values and attitudes.

Behaviours

Actions

Values

Attitudes



Intentional Influences:

- » Colleagues or management stress a desired outcome
- » Providing employees with recognition for their actions
- » Influential workers explain how work is 'actually done'
- » Conversations with exaggerated body language (e.g. glare, smirk, eye rolling, hand signals)
- » Safety posters and bulletins

Unintentional Influences:

- » Overhearing conversations of colleagues or management
- » Observing how other workers complete a job
- » Hearing examples of past employee actions

What Can Workers Do?

- » Seek advice from supervisors, coach or mentor
- » Be confident in your skills and ability to perform the work safely
- » Ask for clarification if the work changes from the prescribed standard
- » Be a safety leader and understand your actions may influence others

What Can Employers Do?

- » Assign coaches and mentors to young workers
- » Conduct task observations of workers
- » Reinforce positive habits/actions of workers and provide recognition
- » Address undesirable habits and explain their consequences (e.g. injury, fire, etc.)

Ask yourself:

Are your actions and behaviours having a positive influence?

For more information, visit enform.ca