



**SAFETY**

Nebraska Building Chapter

## AGC Safety Initiative E-News May 26, 2021

**OUR SAFETY MISSION:** Help each other enforce safety rules to ensure that every person on construction site goes home safe and healthy at end of the workday.

**Calendar of Events** – [Learn more](#)

[COVID-19 Resources Update](#) Updated information with quick references available.

### **FIVE TIPS FOR LEADING A HYBRID STAFF MEETING (WITHOUT LEAVING ANYONE OUT)**

**Hosting a staff meeting across mediums can sound daunting. Framing your meetings as a part of your culture can help everyone stay on the same page.**

We're about to live in a world where there may be two audiences for every team meeting—one face-to-face and another in their living rooms. And people running these are going to have to figure out a way to work with both audiences at the same time. Is it possible?

Here are a few ideas on how to make it happen:

- **Set an agenda ahead of time.** When a meeting has a mixture of people in different settings, things can get out of hand without an agenda. Share an agenda in advance so team members can consider discussion points ahead of time. This can help keep meetings concise and help all stakeholders keep the meeting's purpose in mind.
- **Communicate the mission of the meeting.** The agenda shares what's going to happen. But the meeting's mission should also be made clear and tied to the organization's broader goals.
- **Make sure your tools work in multiple contexts.** In a fully in-person meeting, collaboration might involve a whiteboard and a bunch of markers. With a split environment, it becomes important to find tools that can allow people to work in multiple contexts. These tools also help make room for people who may be uncomfortable appearing on screen.
- **Be flexible with your meetings—including their purpose.** As anyone who has finished a project in a coffee shop knows, we were already heading toward a flexible environment before the pandemic. But flexibility in meetings isn't just about a flexible environment; it's about being flexible on what a meeting represents, and about finding other ways to accomplish the same goal. If one overarching goal of your association's meetings has traditionally been to provide an avenue for communication, you can keep that goal—but you may want to consider developing alternative routes to it, such as creating multiple touchpoints so that the meeting isn't the only interaction of the week. Create a culture where everybody feels valued and engaged, even if they are in a remote setting.
- **Focus on inclusion.** Organizations need to think hard about how to include all players to ensure that everyone feels like they have ways to share their input. Leaders need to remember to do their part to make sure that they're communicating and reinforcing that everyone matters. To start make sure people are first being heard on their own terms—so that eventually everyone feels comfortable communicating at scale. Establishing the human connection and looking for places where everybody can relate, is important for creating an atmosphere where people feel like they can be able to fully show up and bring themselves and feel included.

## **Your late-night snacking may be hurting your work performance**

Unhealthy late-night snacks and dinners may adversely affect work performance the next day, a recent study led by a researcher from North Carolina State University shows.

Researchers asked 97 full-time workers to answer a series of questions three times a day (before starting work) about their physical and emotional well-being, (after finishing work) about their on-the-job activities, and (at bedtime) about their after-work eating and drinking behaviors. This was repeated for 10 consecutive workdays.

The researchers defined “unhealthy eating” as eating or drinking too much, eating too much junk food, or having too many late-night snacks. They found that these behaviors led to the participants experiencing feelings of guilt or other emotional strain related to their diet choices, as well as physical issues such as headaches and stomachaches the next morning. Those strains, in turn, led to decreased job performance, such as being less helpful or more withdrawn, the next day. However, participants with higher emotional stability had a better ability to withstand those strains.

“It is relatively well established that other health-related behaviors, such as sleep and exercise, affect our work, but nobody had looked at the short-term effects of unhealthy eating,” researcher Seonghee “Sophia” Cho, an assistant professor of psychology at the university, said in a press release. “The big takeaway here is that we now know unhealthy eating can have almost immediate effects on workplace performance.”

Employers can help their employees address healthy eating, Cho added, by paying more attention to their dietary needs and preferences and then addressing those needs, such as through onsite dining options. “This can affect both the physical and mental health of their employees – and, by extension, their on-the-job performance.”

### **Safety Initiative Goals:**

As an AGC Nebraska Building Chapter member, are you participating with:

- 100% of all AGC members and other contractors on AGC jobsites enforcing OSHA standards as they apply to falls, electrical safety and possible another topic.
- 100% of all AGC members will have set their own company goals to improve safety in their firm and have a way to measure progress towards the goal.
- 100% of all AGC members will encourage and support all contractors on their jobsites to set their own company goals for improving safety.