

Scenario 1:

Set-up: The rule is to lift heavy boxes with a buddy or use the trolley.

Challenge: A teammate struggles to carry a heavy box alone, not wanting to wait for help.

Discussion:

- What would you do in this situation?
- How could you offer support without making the person lose face?
- What's the risk if you say nothing?
- In some cultures, asking for help might be seen as weakness — how do we make it normal to ask?
- How can we respect a person but still keep them safe?

Scenario 2:

Set-up: “Work as imagined” says report and clean spills straight away.

Challenge: You notice a spill, but others ignore it and you're under pressure.

Discussion:

- Do you stop and clean it, or carry on?
- What could happen if no one does anything?
- How would you feel if someone slipped and got hurt?
- Some cultures may avoid drawing attention to small issues — how do we show that every hazard matters?
- How can we encourage speaking up even when it feels uncomfortable?

Scenario 3:

Set-up: The SOP says report any unusual noises with machines immediately.

Challenge: You hear a clunking sound, but a co-worker says, “It always does that, don't worry.”

Discussion:

- What are the risks of ignoring it?
- How could you raise the concern?
- Who could you go to if you weren't sure?
- In some cultures, respecting senior workers means not challenging what they say — how can we do it safely and respectfully?

Scenario 4:

Set-up: PPE is required for the task, but yours is missing.

Challenge: A co-worker says, “Just do it quickly, don’t worry no one will notice.”

Discussion Prompts:

- What choice do you have here?
- How do you explain why you won’t do it without PPE?
- What could happen if you go ahead without protection?
- In some cultures, following the group is important — how do you say no when others want you to join in?
- How can you protect yourself without making others feel judged?

Scenario 5:

Set-up: A new worker is about to do a job incorrectly.

Challenge: You don’t want to embarrass them, but you don’t want them hurt.

Discussion Prompts:

- What could you say to help them in a respectful way?
- How would you like others to support you if you were new?
- Why does helping each other out make the whole team safer?
- In some cultures, losing face is a big issue — how can you correct someone without shaming them?
- What is a kind, culturally respectful way to share feedback?

Scenario 6:

Set-up: Tight deadline. “Work as imagined” says take breaks and do full checks.

Challenge: You’re tempted to skip checks to save time as the pressure is building.

Discussion Prompts:

- What could go wrong if checks are skipped?
- How would you handle the pressure to rush?
- What’s one way to remind the team that safety is the priority?
- In some cultures, respecting authority means doing what the boss says, even if unsafe. How can you raise concerns respectfully?
- How can we make it clear that safety is everyone’s responsibility, not just the supervisor’s?