

New Hire Series

Interviewing for Safety

Safety starts before the hire! Asking safety related questions during the interview process is one of the easiest ways to ensure that prospective employees understand your commitment to safety! First impressions count!

Asking the right open-ended questions during the interview process gives you a good idea of that potential employee's thoughts and beliefs related to safety culture. For example:

- Who has ownership of safety at work and why do you believe this?
- Have you worked for a company that you felt had an excellent safety program? Why do you feel their safety program was successful?
- Has there ever been a time where you felt unsafe at work or saw someone doing something that was unsafe? What actions did you take?



Additionally, consider asking safety related questions specific to your job posting. Here are some industry specific examples:

- What processes would you put in place to reduce silica exposure when cutting concrete?
- Much of the material that you handle on a regular basis will be very heavy. What do you believe are the best mitigation strategies when lifting heavy materials all day?
- What do you believe are the most hazardous exposures within masonry and what actions have you taken in the past to mitigate those hazards?

As you ask these questions, evaluate whether they take the initiative and responsibly for safety or if they put that responsibility on others. Look for candidates who speak more about “us/we” rather than “I.” This helps to understand if they have a team mindset.



Ultimately, potential employees must feel empowered to address safety concerns or stop work in any situation where they observe a safety risk. Setting these expectations on day 0 makes a huge impact not just to hiring those individuals with a safety mindset but to helping those potential employees understand that safety is a company value.