

RESPECT WORKS OVERVIEW

Strategies for positive jobsite culture and worker well-being



Disrespectful jobsite culture exacts a human and financial toll on the construction industry. When workers are subject to disrespect on jobsites, they are more likely to experience stress, burnout, and job dissatisfaction. Workers experiencing disrespect are less engaged and have higher rates of absenteeism, injury, and turnover—all of which cost construction companies.

Respect Works is an online platform that provides construction companies with evidence-based training, tools and resources to build a culture of jobsite respect that fosters safety, well-being, and workforce retention.

FEATURES

The Respect Works platform was developed by industry experts in collaboration with researchers at the Oregon Institute of Occupational Health Sciences using the *Total Worker Health*® framework. It provides organizational approaches to building respect in the workplace based on four elements of a respectful workplace: psychological safety, civility and professionalism, a welcoming workplace and fairness for all. Respect Works emphasizes the roles of informal and formal jobsite leaders (managers, foremen, superintendents and union leaders) who are instrumental in shaping jobsite culture. The Respect Works platform includes:

ASSESSMENT TOOLS



Tools to evaluate culture and identify opportunities for improvement

ON-LINE TRAINING



Four-part training program targeting key leadership competencies

RESOURCES AND GUIDES



Guidebook, worker orientation, toolbox talks and practical jobsite resources

Respect Works is a research-to-practice initiative of the Oregon Institute of Occupational Health Sciences at OHSU, in close collaboration with the Oregon Bureau of Labor and Industries, and Oregon Department of Transportation.

For more information and inquiries, contact rwi@ohsu.edu.