



**AGC**  
THE CONSTRUCTION  
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# Lean Construction for Trades Toolbox Talk Series

Developed by the AGC Lean Construction Forum

**CM-LEAN**  
CERTIFICATE OF  
MANAGEMENT  
LEAN CONSTRUCTION

.25 CM-Lean CE Credit | AGC of America recognizes this this series as qualifying for continuing education hours towards the renewal of AGC's Certificate of Management-Lean Construction (CM-Lean).

# Lean Construction for Trades Toolbox Talk Series Goals

- Introduce Lean Construction concepts in the field through conversational learning
- Recognize opportunities to review and improve current processes
- Describe how to empower each other to identify and eliminate waste, work safely, and reduce overproduction
- Adopt a Lean culture

# Lean Construction for Trades Toolbox Talk

## Session Goals: Respect for People

- Learn how to create an environment where the workers feel respected
- Understand why respect for people is important in the workplace
- Learn new ways to promote and demonstrate respect for people

*“Respect for People” developed by Henry Nutt III, Southland Industries*



# Respect for People

- What is it and why does it matter?
- What does it look like on the jobsite?
- What can you do

# What is Respect for People?

- In its most simplest form, it's following the “Platinum Rule”, which is to treat others they way **they** want to be treated.
  
- Recognizing and acting on the fact that other ideas and opinions matter as much as yours do, regardless of their title, status or experience level.

# Why Does it Matter?

- Without respect work won't get completed as effectively, safely or productively as it could.
  
- When we care for each other's well being, we can all be more dedicated in our work

# What Does it Look Like on the Jobsite?

- People working as teams, collaborating and seeking solutions for complex problems.
  
- Recognizing that “one” of us will never be smarter than “all” of us. In other words, working together as one unit, versus one individual.

# What Can You Do?

- Provide support for others and seek to help before criticizing.
  
- Check your ego at the doorstep of the jobsite. If you are indeed the smartest than provide proper leadership and guidance versus finding fault with your team.





**What can you take away from this image?**

**Are you encouraged to support others? Why or why not?**

**In what ways can you show respect for others?**



**What comes to mind with this image?**

**Are you encouraged to build teams?  
Why or why not?**

**How can eating lunch and break  
together promote respect?**



**What comes to mind with this image?**

**Are you encouraged to ask your bosses or superintendents questions? Why or why not?**

**What can you do to improve teamwork on your project?**



1. Remember the Platinum Rule. Treat others how they would like to be treated.
2. Give respect first if you want it returned.
3. What ways can you show respect to your colleagues, and other trade partners?
4. How can giving respect impact your day at work?

Printable Card

# Respect for People