



MONDAY, 5/4/2026 TOOLBOX TALK:

LIVING ALOHA ON THE JOBSITE

In Hawaii, we talk about living ALOHA: respect, compassion, and looking out for one another. That mindset belongs on our jobsites. Many people carry stress or challenges quietly. When we ignore that, risks increase. A distracted worker is more likely to get hurt, and a crew that doesn't communicate is more likely to make mistakes.

Mental health isn't about labels, it's about awareness. Supporting each other strengthens both safety and teamwork.

SIGNS TO WATCH FOR

- Changes in mood or behavior
- Isolation or lack of communication
- Increased risk-taking or lack of focus
- Signs of stress, fatigue, or frustration

ACTION STEPS

- **Check in:** Ask "You good?"—and take time to listen
- **Use a buddy system:** Look out for each other beyond physical hazards
- **Speak openly:** Encourage honest conversations on the jobsite
- **Lead by example:** Set the tone with respect and empathy
- **Pay attention:** Notice changes and offer support early

IF SOMEONE NEEDS SUPPORT:

Speak up, check in privately, and encourage them to reach out for help. Notify supervision if safety is at risk.

Safety isn't just hard hats and harnesses—it's people. Look out for your crew.