



BUILD with Respect

Toolbox Talk #1

BE PROFESSIONAL

Why Being Professional Matters

Professionalism on a construction jobsite goes beyond technical ability. It reflects how we communicate, solve problems, and treat one another every day. Commercial and heavy highway projects rely on coordination between multiple trades, supervisors, and partners. Professional behavior keeps crews aligned, reduces conflict, and supports a safe and productive jobsite.

Unprofessional behavior—such as yelling, sarcasm, disrespectful language, or cutting corners—creates miscommunication, increases safety risks, and damages trust. Being professional demonstrates pride in our craft, our company, and the union construction industry.

What This Looks Like on the Jobsite

- Communicating clearly and respectfully, even during stressful situations
- Correcting work issues without embarrassment or insults
- Respecting all trades, apprentices, and support staff
- Showing up prepared, on time, and ready to work safely
- Addressing concerns directly and professionally

Jobsite Guidelines

- Disrespectful language, yelling, or intimidation are not acceptable
- "Just joking" is not an excuse if comments are offensive or distracting
- Safety rules and procedures are part of professional conduct
- Everyone on the jobsite deserves to be treated with dignity
- Professional behavior applies to supervisors and crew members alike

Remember

A jobsite is a professional workplace. How you act sets the tone for your crew and reflects on your company, your union, and the construction industry as a whole.

Call to Action

Commit to being professional every day. Speak with respect, lead by example, follow safety rules, and take pride in how you represent yourself and your trade on the jobsite.

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B – Be Professional

Professionalism on a construction jobsite goes beyond technical ability. It reflects how we communicate, solve problems, and treat one another every day. Professional behavior keeps crews aligned, reduces conflict, and supports safety on commercial and heavy highway projects.

B – Be Professional | Knowledge Check

Use these questions for group discussion or review after the toolbox talk.

1. Why is professionalism critical on commercial and heavy highway projects?

- A) To minimize the need for technical skill
- B) To keep crews aligned, reduce conflict, and support safety
- C) To ensure the project finishes under budget
- D) To impress visiting inspectors

2. Which of the following is an example of unprofessional behavior?

- A) Showing up on time
- B) Yelling, sarcasm, or disrespectful language
- C) Respecting all trades
- D) Correcting work issues without insults

3. When is 'just joking' a valid excuse for offensive comments?

- A) If the worker is a long-time employee
- B) If no one complains immediately
- C) It is never an excuse if comments are offensive or distracting
- D) Only during scheduled breaks

4. Professionalism during stressful situations includes which action?

- A) Communicating clearly and respectfully
- B) Using intimidation to get results
- C) Ignoring coworkers to stay focused
- D) Using sarcasm to point out errors

5. Who does an individual's behavior on the jobsite reflect upon?

- A) Only the individual
- B) Only the project superintendent
- C) The individual, their company, their union, and the industry
- D) Only the apprentice being trained