



Sharing Knowledge and Experience with Less Experienced Workers

Introduction: Common Sense in Different Contexts

Common sense is the practical judgment we acquire through life experiences. It varies greatly depending on where and how we live. For example:

- On a farm, it's common sense not to walk directly behind a horse.
- In the city, it's common sense to avoid certain neighborhoods.
- In construction, it's common sense not to handle exposed electrical equipment with bare hands.

The Role of Common Sense in Life

Common sense develops through our interactions and experiences. At work, you have the power to influence how others develop their common sense. By sharing your experiences and mentoring less experienced workers, you can significantly impact their professional growth and safety.

What Makes a Commonsensical Person?

A commonsensical person manages everyday challenges safely and simply. They are:

- Knowledgeable
- Reliable
- Straightforward
- Honest

These traits come from a lifetime of experiences and learned skills.

Common Sense and Safety at Work

To enhance common sense at work, we need effective and frequent learning. Here are four key elements:

1. **Adequate Job-Specific Training:** Ensure you are current on your training.
2. **Sharing Experiences:** Talk about lessons learned and preventable incidents.
3. **Teaching Properly:** Take the time to teach the right way the first time.

Always consider these three leading measures for performance expectations:

- **Good Planning:** Adapt plans as the scope changes.
- **Hazard Identification:** Identify and control hazards continuously.
- **Job Stoppage:** Understand the importance of stopping work when something isn't right.

Common Sense and Knowledge

Common sense is basic practical knowledge and judgment. We gain it through:

- **Training**
- **Experiences of Others**
- **Our Own Experiences**

For example, we learn not to touch a hot stove either by burning ourselves or being told it will burn.

However, assuming everyone has the same level of common sense is problematic. Individual life experiences shape common sense differently.

Fostering Common Sense at Work

We must always look for ways to pass on our knowledge respectfully. Here's how:

- **Share Job-Related Experiences:** Discuss what can go wrong and what ensures things go right.
- **Complete Safety Training:** Participate in company-provided training and retrain as needed.
- **Communicate with Supervisors:** If unsure about safety expectations, ask.
- **Stop and Assess:** If something feels wrong, stop and get a second opinion.
- **Trust Your Gut:** Intuition often warns us before mistakes happen.