

New to the Job: Show the Work Before You Start

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Why this matters

Being experienced does not make a worker familiar with this site, tool or task. A short orientation can miss the detail that matters at the work location. Make room for questions and show how the protection works.

Objective: Explain today's assignment, demonstrate the agreed checks safely and identify who can help.

Key hazards or failure points

Unclear limits; unfamiliar equipment; assumed knowledge; language barriers; changing assignments; missing supervision; pressure to start before questions are resolved.

Practical controls

- Before assigning work, the leader checks required training, authorization and task limits. Include experienced workers doing something unfamiliar, temporary workers and people returning after changes.
- Walk through the job with the worker. Explain hazards, required controls, prohibited actions, emergency arrangements and how to pause work. Use language and examples the worker understands.
- Assign an available person for questions and support. Provide the correct tools, instructions and PPE before starting. Agree when the leader will return to check the work.

Verify It in the Field

At the actual location, ask the worker to describe the next step, identify the exposure and point to the control. Ask what would make the worker stop. Correct gaps without turning questions into a test of confidence.

Use a safe demonstration appropriate to the task: find the inspection instructions, identify equipment or rehearse a handoff with hazardous movement prevented. Do not energize equipment or expose someone merely to demonstrate understanding.

Confirm the support person is available and the emergency contact method works through an approved check. Record the task, demonstrated checks, remaining restrictions and follow-up time. A signature or course card alone does not show readiness for this assignment.

Stop and reassess

Pause for unclear instructions, missing training or authorization, unavailable required supervision, or a changed tool, location or task. Keep the worker out of exposure while the leader resolves the gap. Rebrief and repeat the relevant check before starting.

Ask the crew

1. What is new or different for you in this assignment?
2. Show the control you will check before the first step.
3. Who will help if the job differs from the briefing?

Before starting: make the assignment clear and the support available.

Sources: OSHA 1926.21(b)(2); Education and Training recommended practices.

Free next step: [JHA/JSA planning & field-verification worksheet](#)

Expanded guidance, references, supervisor check and attendance record accompany this talk.