

4Ds[®]



Introducing the 4Ds

A guide for HSRs and H&S champions

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Purpose

This guide helps Health and Safety Representatives (HSRs), Health and Safety Champions, or anyone advocating for workers to lead activities with their workmates to make mahi safer and easier. It uses the 4Ds (Dumb, Dangerous, Difficult, Different) to spark good kōrero (talk) and find smart fixes together.





What are the 4Ds?



The 4Ds help us notice everyday problems that can affect health, safety, and how easy or hard the job feels:

- **Dumb** – Something that doesn't make sense, frustrates, or slows the job down.
- **Dangerous** – Something that puts someone at risk of harm or feels unsafe.
- **Difficult** – Something hard to do, needing more effort, or demanding on workers.
- **Different** – Something that's changed, surprising, or not how we usually do it.

Spotting these helps us fix things before someone gets hurt or frustrated.

Learn from work, use the 4D's.
When doing this work, what do you find

 Dumb What doesn't make sense or feels frustrating?	 Dangerous What is risky or feels unsafe?
 Difficult What makes it difficult or demanding?	 Different What is changing or surprising?

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4D Worker activities HSRs and H&S champions can lead

1. Worker yarns with the 4Ds

Worker yarns are about chatting with workers doing everyday work.

Be curious, ask: "In your work, what is dumb, dangerous, difficult or different?"

Ask follow-ups:

- "What do we do to make it work?"
- "What would make that easier?"
- "What would make it better or safer?"

Tip: Listen more than talk. Invite stories, share with others to see if it is an ongoing issue.

Worker Yarns with the 4Ds

Purpose: 4Ds chat during the job



Ask: "In your work, what is dumb, dangerous, difficult or different?"

Follow up: "What do we do to make it work? What would make it easier? What would make it better/safer?"

Tip: Just listen, invite stories.

2. Team check-in circle

Use the 4Ds as a team check-in when starting or ending a shift.

Ask everyone to pick a story to share about "In your work, what is Dumb, Dangerous, Difficult or Different?"

Ask follow-ups:

- "What do we do to make it work?"
- "What would make that easier?"
- "What would make it better or safer?"

Tip: Use this to build trust and highlight good teamwork.

4Ds Team Check-In Circle

Purpose: Shift start or end



Ask: "In your work, what is dumb, dangerous, difficult or different?"

Follow up: "What do we do to make it work? What would make it easier? What would make it better/safer?"

Tip: Use this to build trust and highlight good teamwork.

3. Fix-it Friday wall

Use a 4D poster for workers to share stories and ideas all week. Make their voices heard!

Make a board titled "What's Dumb, Dangerous, Difficult or Different in work?"

Ask workers to stick post-its with their stories or ideas.

Every Friday, pick a few to discuss and talk through with the team. Ask them what they think would make a difference.

Tip: Celebrate wins by writing "Fixed!" next to the ones that got sorted.



4. Safety walk with a twist

Use the 4Ds when walking the site or floor.

Ask a worker or another HSR to walk with you.

Ask: "Any Dumb, Dangerous, Difficult or Different spots we should look at together?"

Talk about what's working well and what could be improved.

Tip: Always ask, never tell. Bring curiosity, don't judge.



5. Kōrero cards for toolbox talks

Use the 4Ds for starting a toolbox or morning meeting about work for the day.

Ask: "Let's talk about something that was (Dumb, Dangerous, Difficult or Different) in work."

Ask: "How often does it happen?"

Ask: "What would make it safer?"

Share the stories with others to see if it is happening elsewhere.

Tip: Keep it short and make space for others to speak.

Kōrero Cards for Toolbox Talks

Purpose: Quick safety meeting starter



Ask: "Let's talk about something that was (Dumb, Dangerous, Difficult or Different) in work."
Ask: "How often does it happen?"
Ask: "What would make it safer?"
Share the stories with others.

Tip: Keep it short and make space for others to speak.

4D Resource Cards

Worker Yarns with the 4Ds

Purpose: 4Ds chat during the job



Ask: "In your work, what is dumb, dangerous, difficult or different?"

Follow up: "What do we do to make it work? What would make it easier? What would make it better/safer?"

Tip: Just listen, invite stories.

4Ds Team Check-In Circle

Purpose: Shift start or end



Ask: "In your work, what is dumb, dangerous, difficult or different?"

Follow up: "What do we do to make it work? What would make it easier? What would make it better/safer?"

Tip: Use this to build trust and highlight good teamwork.



4Ds Fix-It Friday Wall

Purpose: Ongoing Feedback



Make a board with "What's Dumb, Dangerous, Difficult, Different in work?" Ask workers to stick post-its with their examples. Every Friday, pick a few to talk through.

Tip: Celebrate wins by writing "Fixed!" to the ones that got sorted.

4Ds Safety Walk With a Twist

Purpose: Walking the site or floor



Ask a worker to walk with you. Ask: "Any Dumb, Dangerous, Difficult or Different work or area we should look at together?"

Talk about what's working well and what they think would make it better.

Tip: Always ask, never tell. Be curious, don't judge.



Kōrero Cards for Toolbox Talks

Purpose: Quick safety meeting starter



Ask: "Let's talk about something that was (Dumb, Dangerous, Difficult or Different) in work."

Ask: "How often does it happen?"

Ask: "What would make it safer?"
Share the stories with others.

**Tip: Keep it short and make space
for others to speak.**



Learn from work, use the 4D's.

When doing this work, what do you find



Dumb

What doesn't make sense or feels frustrating?



Dangerous

What is risky or feels unsafe?



Difficult

What makes it difficult or demanding?



Different

What is changing or surprising?



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