



SKILLSIGNAL

TOOLBOX TALK

If-Then Planning: Pre-Wire Your Best Response

TOPIC NO.
TBT 06

DURATION
10 to 15 min

AUDIENCE
All Crew

PROJECT / JOBSITE

DATE

PRESENTED BY

01 THE HOOK

START HERE

Every morning, you tell yourself you'll be safer today. You'll slow down. You'll double-check. You'll speak up if you see something. And by 10:30, the schedule's sideways, the Super is yelling, and that intention is gone. The problem isn't your willpower. The problem is you're trying to make smart decisions in the middle of chaos. There's a better way: make the decision once, before the chaos starts.

02 WHAT IS IF-THEN PLANNING?

If-Then Planning is pre-deciding how you'll respond to a trigger *before* it shows up. The formula is simple: **If X happens, then I will do Y.** That's it.

The research on this is ridiculous. Studies show people who use If-Then plans follow through on their intentions **2 to 3 times** more often than people who just say "I'll try to be better." Your brain connects the trigger to the response so tightly that when the moment hits, you don't have to think. You just do.

03 EXAMPLES FOR THE JOBSITE

IF

I catch myself rushing a task...



THEN

I stop, step back 3 feet, and reset.

IF

I see a coworker skip a step...



THEN

I call it out before I do my next move.

IF <i>I feel my temper climbing...</i>	→	THEN I walk to water and take 4 breaths.
IF <i>I get handed a change order last-minute...</i>	→	THEN I read it twice before I touch a tool.

04 WHY IT MATTERS

[JOBSITE] FOR THE CREW Safety decisions don't require fresh willpower every time. The response is already loaded. When the trigger hits, the right move happens automatically, even when you're exhausted.	[INDIVIDUAL] FOR YOU You stop "knowing better" but doing worse. You close the gap between what you plan to do and what you actually do when the pressure's on.	[HOME] FOR LIFE OFF-SITE If my kid pushes my buttons, then I take a breath before I talk. If I get a text that upsets me, then I wait an hour before responding. Same tool, different trigger.
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05 TODAY'S DRILL

TODAY'S DRILL WRITE ONE, USE ONE Before we break this huddle, write one If-Then plan in your head for today. Pick a trigger you already know is coming. Pick the response you want. Say it out loud once. Now it's loaded. When the trigger hits, do the response. No thinking required.

06 CREW DISCUSSION

Take 2 minutes. Pick one.

1. What's a safety habit you keep meaning to build but never stick to? What trigger could you attach it to?
2. What triggers on this job regularly push you into a worse version of yourself? What's your If-Then for next time?
3. Name a time you "knew better" but still did the wrong thing. What response could have been pre-loaded?

