



SKILLSIGNAL

TOOLBOX TALK

Winning the Morning: The ECR Routine

TOPIC NO. TBT 03	DURATION 10 to 15 min	AUDIENCE All Crew
PROJECT / JOBSITE	DATE	PRESENTED BY

01 THE HOOK

START HERE

Most of us start the day in reactive mode. We wake up to an alarm, check ten stressful texts, rush to the site, and immediately start putting out fires. If you start your day playing defense, you'll be playing catch-up until the sun goes down. A chaotic start leads to a chaotic site.

02 WHAT IS THE ECR ROUTINE?

It stands for **Energy, Clarity, and Routine**. Think of it as a **Pre-Task Plan (PTP)** for your own performance before you even step through the gate. Same discipline we use on the work, pointed at ourselves.

03 THE THREE PIECES

ENERGY

E

ENERGY: YOUR FUEL

This is what powers the rest. Did you hydrate? Did you actually eat? If you're running on three Monsters and a bag of chips, your **Steady Mind** is already compromised before the first task starts.

CLARITY

C

CLARITY: YOUR TARGET

Before you kick off your first task, ask yourself: ***what is the ONE thing that must go right today for this site to be safe and productive?*** If you don't have a target, you'll hit everything else but the bullseye.

ROUTINE

R

ROUTINE: YOUR RESET

Take a 2-minute reset in your truck or at the gang box before the shift starts. Visualize the high-risk parts of the day. Anticipate the *noise*. When the chaos hits, you've already seen it coming.

04 WHY IT MATTERS

[JOBSITE]

FOR THE CREW

A crew with a routine is a predictable crew. Predictability is the foundation of safety. When everyone wins the morning, the site runs like a machine, not a circus.

[INDIVIDUAL]

FOR YOU

You'll feel more in control. Stress comes from losing the grip. A routine gives you the grip back before anyone else on the jobsite can take it.

[HOME]

FOR LIFE OFF-SITE

Starting the day with intention makes you a better leader, a better partner, and a more focused person. You stop drifting through your life and start driving it.

05 TODAY'S DRILL

TODAY'S DRILL NAME YOUR CLARITY

Before we break this huddle, identify your Clarity for today. What is your #1 priority for safety and quality? Hold it in your head. Carry it with you through the shift. Let's get to work.

06 CREW DISCUSSION

Take 2 minutes. Pick one.

1. What does your current morning look like? Reactive mode, or a real routine?
2. What's the one high-risk task today that deserves a mental rehearsal before you touch it?
3. Who on this crew wins the morning better than anyone? What can the rest of us learn from them?

