



# FORGED

## EXPLORATION GUIDE

*The W* with Jeffery Wright & Dave Hataj  
by Luke Brad Bobo, PhD

1

In *Forged*, Dave Hataj explains that gears play a role in creating most of the things we need to function in daily life: clothes, cars, cement, etc. Dave regularly reminds his employees that the work they do is valuable, and that “civilizations would crumble” if they don’t do good work.

**How might recognizing a broader significance for the impact of your job inform your attitude and how you do your daily work?**

2

In *Forged*, Andy Haugen says Edgerton Gear, Inc. provides him an environment where he can learn. Dave says his workers come up with new ideas every day and it appears that Dave has created a culture that invites individual innovation and unleashes creativity.

**How do you think Dave promotes learning, new ideas and creativity in the workplace? What might this culture do for an employee? Have you benefited from this kind of atmosphere in the workplace?**

3

Dave said that employee Ben Counter was originally closed off and shy. Even Ben recognizes that he lacked the confidence to believe he could excel at this kind of work. Dave shares that Ben and Andy have both blossomed into men of integrity, dignity and excellence.

**In watching the film, what kind of environment fostered these transformations? Are there people in your workplace, past or present, that have recognized your potential? How did this impact and shape you?**

4

Dave needs all of his employees making independent decisions and giving their best efforts. He closes the film saying, “It makes more sense to help engage the hearts, minds and hands, of every person in your company... because the payoff is incredible on so many fronts.”

**Throughout the film, how does Dave engage his employees? How do you see Dave’s interest and investment in each person adding value to his company?**

5

In the film, we see Edgerton Gear employees working with their hands not only on the job, but also during their free time (fishing and working on a motorcycle). Ben also says how much he likes working with his hands and making things.

**How do you see Ben and Andy’s jobs as machinists bringing flourishing to their lives? What value do trades offer individuals, communities and the global economy?**