

Leadership Development Psychological Safety



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PSYCHOLOGICAL SAFETY


- Creates a culture where team members can be themselves
- Unlocks our best ideas and better ways of doing our work
- Is characterized by interpersonal trust and mutual respect



WHEN HAVE YOU FELT SAFE TO BE YOURSELF?



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A group of diverse people in a meeting or conference setting, engaged in conversation. The scene is brightly lit, likely from large windows in the background. In the foreground, a man with glasses and a brown jacket is gesturing with his hand while talking to a woman in a white shirt. Other people are visible in the background, some looking towards the camera and others in conversation.

Psychological safety is defined
as *a shared belief that the team is
safe for interpersonal risk-taking.*

“Psychological safety drives effectiveness because it inspires a learning culture, which is beneficial to any organization.”



Dr. Amy Edmondson
Professor of Leadership and Management at Harvard Business School

ASSESS YOUR TEAM'S LEARNING CULTURE



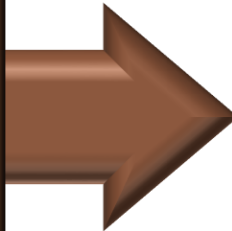
1. When someone makes a mistake in the team, it isn't held against them.
2. It is easy to discuss difficult issues and problems.
3. People are not rejected for being different.
4. It is completely safe to take a risk on the team.
5. It is not difficult to ask other members of this team for help.
6. Members of this team value and respect each others' contributions.



BEHAVIORS THAT CONTRIBUTE TO A PSYCHOLOGICALLY SAFE ENVIRONMENT

- Follow the “Platinum Rule”
- Welcome curiosity
- Promote healthy conflict
- Give everyone a voice
- Extend trust and mutual respect
- Promote effectiveness
- Encourage creativity

LEARNING CULTURE COMMITMENT

1. Reflect again on the six indicators of psychologically safe teams.
 2. Place your dot next to the one you most want to influence.
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