

Psychological Safety

The Single Most Important Factor in High Performing Teams.

As identified in Google's Project Aristotle!

Amy Edmondson

A Top Researcher in this Field

In her book "The Fearless Organization," she characterizes psychological safety as a workplace environment that:

- Encourages team members to express opinions freely.
- Allows for questions to be asked without hesitation.
- Supports admitting mistakes without fear of repercussions.
- Fosters a culture of openness and trust.
- Promotes collaboration among team members.
- Boosts learning and innovation within organizations.

Psychological Safety vs Performance Standards



Tips to Building Psychological Safety in Your Team

Establish Meeting Safety: Begin each meeting with a commitment to the CLEAR:

- Curiosity, compassion, and an open mind.
- Listen to each other.
- Encourage everyone to participate.
- Avoid dominating the conversation or interrupting others.
- Revisit what others have said to ensure understanding.



Adapted from Charles Duhigg's CUE Model

Enhance Team Safety:

- Encourage open communication.
- Show empathy and support.
- Promote inclusivity and respect.
- Normalize failure as a learning opportunity.
- Lead by example.
- Ensure everyone has a voice.



Encourage Radical Candor: by Kim Scott

It boosts psychological safety by promoting open, empathetic communication in teams.



Love this model! Aim to guide your team here.



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Handbook of Clinical Psychology, Volume 1 Michel Hersen, Alan M. Gross, 2008-01-09 Handbook of Clinical Psychology Volume 1 Adults provides comprehensive coverage of the fundamentals of clinical psychological practice for adults from assessment through treatment including the innovations of the past decade in ethics cross cultural psychology psychoneuroimmunology cognitive behavioral treatment psychopharmacology and geropsychology

Hope Rises Ryan Souter, 2022-02-04 To change her future she ll have to face her past It s 2070 and climate change has ravaged the planet and destroyed national government leaving cities to their own rule Born with one arm and left for dead as an infant Hope Mulder has struggled to find her place in life in the city of Prosperity Way Hope s greatest desire is to be part of the Elite Front a group of highly trained soldiers who protect the city keep order and carry out the wishes of the Supreme Valor the ruler of Prosperity Way but she faces the doubt and derision of those who see only her disability At the age of twenty one Hope s dream is realized she is accepted into the Elite Front training program As she throws herself into her training her loving adoptive parents try to warn her about the choices she is making and how they may set her on a path of no return When Hope is ordered to carry out an agonizing duty she is forced to question her faith in the Elite Front s mission To redefine her existence however she must first face the consequences of her actions and confront the painful truth of her past

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