Psychological Safety

The Single Most Important Factor in High Performing Teams.

As identified in Google's Project Aristotle!

teamioed.
Essential Learning Resource

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

PSYCHOLOGICAL SAFETY → High

High Performing Teams are here!

Comfort Zone
People are open and friendly, but not challenged. On teams, they fail to make significant progress.

Learning Zone
People collaborate and learn in the service of high performance, accomplishing complex and innovative tasks.

Apathy Zone
People come to work, but their hearts and minds are elsewhere; choosing self protection over exertion.

Anxiety Zone
People are afraid to share ideas, take risks, or ask for help; hindering productivity and growth.

Low ← **PERFORMANCE STANDARDS** → High

Source: Amy Edmondson

Tips to Building Psychological Safety in Your Team

Love this model! Aim to guide your team here.

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

- **C**uriosity, compassion, and an open mind.
- **L**isten to each other.
- **E**ncourage everyone to participate.
- **A**void dominating the conversation or interrupting others.
- **R**evisit what others have said to ensure understanding.

Adapted from Charles Duhigg's CLEAR 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.

Ruinous Empathy
High care and low challenge

RADICAL CANDOR
High care and high challenge

Manipulative Insincerity
Low care and low challenge

Obnoxious Aggression
Low care and high challenge

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A Gutmann

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Unveiling the Power of Verbal Art: An Emotional Sojourn through **Psychological Suspense Training Guide**

In a global inundated with monitors and the cacophony of quick interaction, the profound power and mental resonance of verbal artistry usually fade into obscurity, eclipsed by the continuous onslaught of sound and distractions. However, located within the musical pages of **Psychological Suspense Training Guide**, a interesting work of literary brilliance that impulses with fresh thoughts, lies an unforgettable journey waiting to be embarked upon. Written by way of a virtuoso wordsmith, this mesmerizing opus manuals visitors on an emotional odyssey, gently exposing the latent potential and profound impact embedded within the elaborate web of language. Within the heart-wrenching expanse of the evocative analysis, we will embark upon an introspective exploration of the book is key subjects, dissect their fascinating writing fashion, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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