

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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The Routledge Handbook of Intralingual Translation Linda Pillière, Özlem Berk Albachten, 2024-02-27 The Routledge Handbook of Intralingual Translation provides the first comprehensive overview of intralingual translation or the rewording or rewriting of a text This Handbook aims to examine intralingual translation from every possible angle The introduction gives an overview of the theoretical political and ideological issues involved and is followed by the first section which investigates intralingual translation from a diachronic perspective covering the modernization of classical texts Subsequent sections consider different dialects and registers and intralingual translation from one language mode to another explore concepts such as self translating transediting and the role of copyeditors and investigate the increasing interest in the role of intralingual translation and second language learning Final sections examine recent developments in intralingual translation such as the subtitling of speech for the hard of hearing simultaneous Easy Language interpreting and respeaking in parliamentary debates By providing an in depth study on intralingual translation the Handbook sheds light on other important areas of translation that are often bypassed including publishing practices authorship and ideological constraints Authored by a range of established and new voices in the field this is the essential guide to intralingual translation for advanced students and researchers of translation studies

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

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

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