

PSYCHOLOGY SAFETY: WHAT IT IS, WHY WE NEED IT AND HOW TO BUILD SAFE SPACES FOR ALL.

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1. What is Psychological Safety (Why we need it)
2. Four Stages of Psychological Safety
 - I. Inclusion Safety
 - II. Learner Safety
 - III. Contributor Safety
 - IV. Challenger Safety (Psychological Hazard)
3. Why does Psychological Safety matter at work

WHAT IS PSYCHOLOGICAL SAFETY?

PSYCHOLOGICAL SAFETY

It is a key differentiator and foundational component for openness, creativity and risk-taking. Leads to team members feeling more engaged and motivated.

It is the belief that you won't be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.

WHY WE NEED IT

In the work environment sometimes, we work in teams and your teammates need to know the expectations held by other team members will not result in anyone being embarrassed, rejected or talked about because of different ideas.



STAGE 1: INCLUSION SAFETY

This level of safety refers to satisfying the basic human need to connect and belong. In this stage you feel safe and accepted to be who you are – quality characteristics and all.

When you don't have it.

- Superiority and hierarchy dominate.
- Barriers are maintained and reinforced.

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When you do have it.

STAGE 2: LEARNER SAFETY

In this stage you feel safe to learn, ask questions and experiment. You feel open to giving and receiving feedback (and you feel safe to make mistakes).

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STAGE 3: CONTRIBUTOR SAFETY

At this point, you finally feel safe to make valuable contributions using your skills and gifts.

STAGE 4: CHALLENGING SAFETY

This final stage involves feeling safe enough to challenge the status quo when you see an opportunity for change or improvement.

* Team members must progress through these stages in order to feel comfortable enough to speak up and make valuable contributions.

HOW TO FOSTER PSYCHOLOGICAL SAFETY IN YOUR WORKPLACE

PSYCHOLOGICAL SAFETY

- Prioritize high psychological safety to create high performing teams.
- As the saying goes, “actions speak louder than words”, team culture reflect the actions and reactions of their leaders. Leaders who fail to establish and support psychologically safe team environments can cause irreparable negative consequences and damage to the organization.
- Creating a psychological safe work environment starts with creating focus on behavior change. This starts with each team member and spreads throughout the organization.

HOW TO FOSTER PSYCHOLOGICAL SAFETY IN YOUR WORKPLACE

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- Changing cultural norms requires professional learning by everyone in the organization.
A coach to guide these processes at the individual level ensures that behavior changes are being taught currently and that it's being reinforced in real-time through experimental learning.
- To establish and maintain a psychologically safe work climate leaders must consistently model inclusive behavior in order to build out new team norms over time.

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QUESTIONS? COMMENTS?

THANK YOU

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