



PSYCHOLOGICAL SAFETY IN YOUR TEAM

WHAT IS IT?

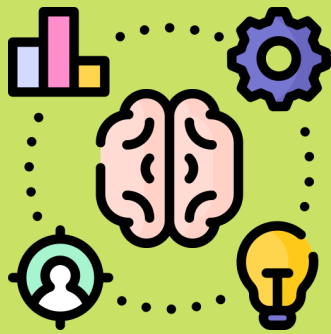
"Psychological safety is working within a team where each person feels they are safe to employ one's self without fear of negative consequences of self-image, status or career"
– Kahn 1990

PSYCHOLOGICALLY SAFE TEAMS

VS

PSYCHOLOGICALLY UNSAFE TEAMS

USE MISTAKES AS A LEARNING
OPPORTUNITY

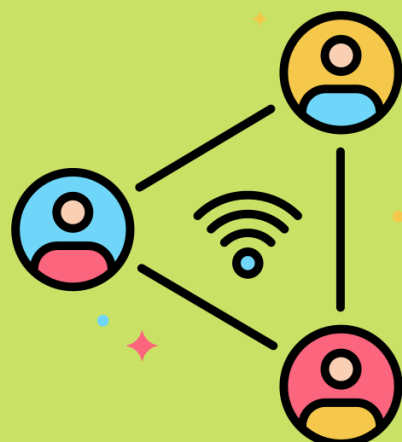


TEAM'S
VIEW ON MISTAKES

BLAMING AND PUNISHMENT OF MISTAKES

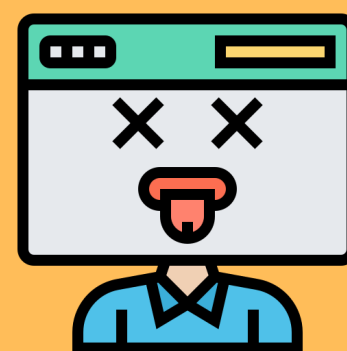


CONNECTED
WITH
COLLEAGUES
AND
FULLY ENGAGED



WHEN
WORKING
REMOTELY

HESITANT TO
GIVE
OPINIONS,
DISCONNECTED
FROM
THE TEAM

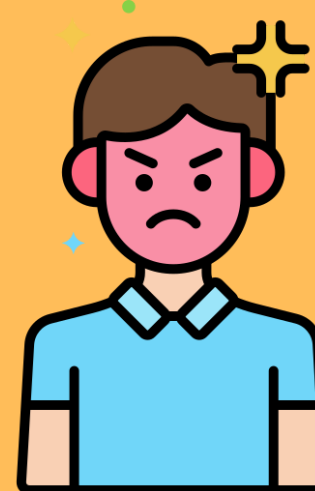


HEALTHY CONFLICT,
INTERDEPENDENCE
AND EMPATHY



RELATIONSHIP WITH
OTHER TEAM
MEMBERS

HOSTILE,
JUDGMENTAL,
LACK OF
UNDERSTANDING



ENCOURAGE
EMPATHY,
SHARED DECISION
MAKING
AND LEARNING



ROLE OF
LEADERS

COMMAND AND
CONTROL,
TOP-DOWN
SYSTEM OF
DECISION MAKING

