PSYCHOLOGICAL SAFETY

• Creates a culture where team members can be themselves

• Unlocks our best ideas and better ways of doing our work

• Is characterized by interpersonal trust and mutual respect
WHEN HAVE YOU FELT SAFE TO BE YOURSELF?
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Psychological safety is defined as a shared belief that the team is safe for interpersonal risk-taking.
“Psychological safety drives effectiveness because it inspires a learning culture, which is beneficial to any organization.”

Dr. Amy Edmondson
Professor of Leadership and Management at Harvard Business School
ASSESS YOUR TEAM’S LEARNING CULTURE

1. When someone makes a mistake in the team, it isn’t held against them.
2. It is easy to discuss difficult issues and problems.
3. People are not rejected for being different.
4. It is completely safe to take a risk on the team.
5. It is not difficult to ask other members of this team for help.
6. Members of this team value and respect each others' contributions.
BEHAVIORS THAT CONTRIBUTE TO A PSYCHOLOGICALLY SAFE ENVIRONMENT

• Follow the “Platinum Rule”
• Welcome curiosity
• Promote healthy conflict
• Give everyone a voice
• Extend trust and mutual respect
• Promote effectiveness
• Encourage creativity
LEARNING CULTURE COMMITMENT

1. Reflect again on the six indicators of psychologically safe teams.
2. Place your dot next to the one you most want to influence.

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Leadership Development
Psychological Safety

Contact us at DESLeadingTeams@des.wa.gov