

# PSYCHOLOGICAL SAFETY

**"THE FREEDOM TO BRING YOUR AUTHENTIC SELF TO WORK"**



When members of a team feel comfortable to share ideas, opinions and ask for help without blame, judgement, or rejection - that team experiences a psychologically safe work environment.

When teams are Psychologically Safe, members:

- *Feel accepted*
- *Feel respected*
- *Feel like they belong*

## Steps to Create Psychological Safety

- **SET CLEAR EXPECTATIONS**  
Share what is expected to reduce unpredictability. Encourage teams to view mistakes as learning opportunities to create a climate where employees feel comfortable asking for help and admitting areas for improvement.
- **REPAIR**  
Communicate apologies when safety has been disrupted. Share what you will do differently next time.
- **PAUSE AND THINK BEFORE ACTING**  
Prior to offering critical feedback, pause. Reflect on the impact of your message and how to best communicate it.

- **ENCOURAGE & APPRECIATE EXPRESSION**  
Encourage/Acknowledge when team members share their thoughts and feelings.
- **RESPONSIBILITY**  
Take responsibility for your actions while identifying continued growth areas.

### CALL YOUR ASSISTANCE PROGRAM

Professionals are available 24/7 to support you and your household members

This employer-sponsored benefit is **CONFIDENTIAL**.

## Inclusive VS. Exclusive Behaviors

### EXAMPLES OF INCLUSIVE BEHAVIORS:

- Roll out your welcome mat, invite employees in.
- Show curiosity, and genuine concern.
- Work to integrate inclusive decisions.
- Lean into discomfort with the aim to understand and solve problems.
- Examine critical assumptions. Seek to understand to learn.
- Stand up for team members.
- Demonstrate vulnerability and empathy.
- Ask about team's needs and tailor actions accordingly.
- Build space for different ideas and encourage greater participation.

### EXAMPLES OF EXCLUSIVE BEHAVIORS:

- Excluding members from meetings and conversations.
- Interrupting or cutting others off while speaking.
- Minimizing and downplaying the value of member's contributions.
- Criticizing someone's ideas.
- Dominating the conversation during team meetings.
- Failing to acknowledge ideas or opinions expressed.
- Having a condescending attitude towards others.