



thriving

Psychological safety

With Catherine de la Poer



# My personal commitment to...

... intentionally promoting participation and candor over group think and silence within our team(s)

Name:

This is the one thing that I will commit to do/ stop doing/ continue doing/ do more of (please delete as appropriate) is:

By doing this, I will make my contribution to creating a team climate where people can bring their best / most authentic self to work. An environment where the potential of each and every person, can be realised.



## What is psychological safety?

"Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes"

- **Professor Amy Edmondson, The Fearless Organisation**

[Watch the video](#)





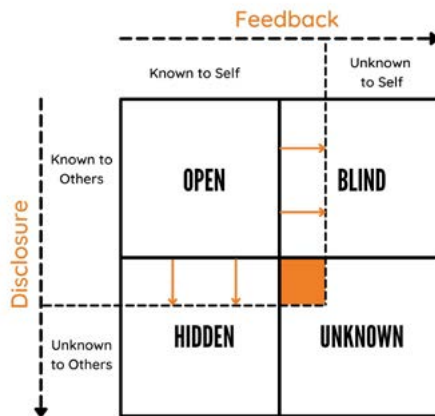
engagement speaking up

interpersonal risk taking  
FAILING FAST, FAILING FORWARD  
PROBLEM SOLVING speaking truth to power  
humility ok to admit mistakes CULTURE OF LEARNING  
empathy ok to express my concerns  
curiosity EVERYONE SHARING IDEAS collaboration  
I FEEL SUPPORTED BY MY TEAM VULNERABILITY  
better decision-making  
fearless RETAIN TALENT I FEEL SAFE



# Easy as 1-2-3

## Step 1: Self-awareness



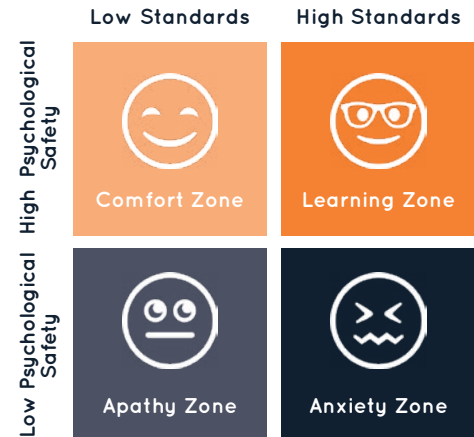
## Step 2: Role-model

Humility - I'm a fallible human being, in service to others

Empathy - I can sense other people's emotions, walk in their shoes

Curiosity - I'm interested in other people's ideas, openness to learning

## Step 3: Measure it





“For all of us who play a leadership role. Go experience the day of someone you lead”  
**Tim Brown, IDEO**