



BUILDING PSYCHOLOGICAL SAFETY IN THE WORKPLACE

Creating a work environment where individuals feel safe to take interpersonal risks, fostering a culture of trust, respect, and open communication.

5 Steps to building Psychological Safety in the Workplace



Prioritising
Psychological
Safety

Implementing and
Sustaining





Understanding Psychological Safety

Understanding and Awareness

- What is your current understanding of psychological safety in the workplace?
- How do you define psychological safety, and why do you think it is important for your team?
- Can you provide examples of situations where you felt psychological safety was either present or lacking in your team?

Self-Reflection on Leadership

- How do you model vulnerability and openness in your leadership style?
- In what ways do you encourage your team to share their thoughts and ideas without fear of negative consequences?
- How do you respond when a team member makes a mistake or fails? How do you think your response impacts their sense of safety?



Prioritising Psychological Safety

Defining Prioritisation

- What does prioritising psychological safety look like for you in your day-to-day leadership practices?
- What specific actions or behaviors do you believe are most effective in fostering a psychologically safe environment?

Goals and Vision

- What are your goals for creating a psychologically safe workplace?
- How do these goals align with your overall vision for your team or organisation?



Recognising and Measuring

Indicators of Success

- How will you know you have achieved a high level of psychological safety within your team?
- What signs or behaviors will you look for to indicate that your team members feel safe to take risks and speak openly?

Measurement and Progress Tracking

- How would you measure your progress towards creating a psychologically safe environment?
- What metrics or feedback mechanisms will you use to assess the level of psychological safety in your team?
- How often will you review these metrics, and what steps will you take if progress is not as expected?



Implementing and Sustaining

Implementation Strategies

- What specific steps will you take to start building psychological safety within your team?
- How will you involve your team members in the process of creating a psychologically safe environment?

Continuous Improvement

- How will you ensure that psychological safety remains a priority over time?
- What regular practices or routines will you establish to maintain and strengthen psychological safety?



Feedback and Adaptation

Seeking and Using Feedback

- How will you solicit feedback from your team about their perceptions of psychological safety?
- How will you use this feedback to make adjustments and improvements?

Dealing with Challenges

- What challenges do you anticipate in creating and maintaining psychological safety, and how do you plan to address them?
- How will you support team members who may be resistant or skeptical about the importance of psychological safety?

Your commitments

You have read and reflected on the importance of psychological safety and considered how it can transform your workplace. Now, it's time to turn reflection into action.

Set Clear Commitments

- What specific actions will you take to foster psychological safety?
- How will you model vulnerability and openness daily?

Develop a Detailed Plan

- Outline how you will promote trust, open communication, inclusivity, support for risk-taking, and constructive conflict.
- Identify needed resources or support.

Engage Your Team

- How will you involve your team in this process?
- Schedule a meeting to discuss psychological safety, share your commitments, and gather input.

Measure and Reflect

- Determine metrics and feedback mechanisms to assess progress.
- Set regular intervals to review metrics and identify areas for improvement.

Continuous Improvement - Psychological safety is not a one-time initiative.

- Establish practices to maintain and strengthen psychological safety over time.
- Ensure ongoing dialogue about psychological safety.

To make a meaningful impact, commit to concrete actions:

- What are your top three priorities for enhancing psychological safety in your team?
- How will you hold yourself accountable?
- Who can you seek support from to stay on track?



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