

Build psychological safety



‘Connect’ taster activity

the
be seen
project

Build psychological safety

“It is not our differences that divide us. It’s our inability to recognise and celebrate those differences” Audre Lorde

In her ground breaking work, Harvard researcher and author Dr. Amy Edmondson, used a set of questions to measure something she called **team psychological safety** — **“a shared belief held by members of a team that the team is safe for interpersonal risk-taking”**. Leaders who care about and help create psychological safety know that it not only creates healthier, more connected and resilient teams but has a direct impact on team performance too.

In this short reflective exercise you can use Amy Edmondson’s seven measures of psychological safety to assess your team interactions.

1. If you make a mistake on your team, is it held against you?
2. Are you able to bring up problems and tough issues?
3. Do people on the team sometimes reject others for being different?
4. Is it safe to take a risk?
5. Is it difficult to ask other team members for help?
6. Do people on the team deliberately act to undermine your efforts?
7. Are your unique skills and talents valued and utilised?

The answers to these questions will reveal a lot about the level of psychological safety present for you and perhaps those you work with.

Build psychological safety

Summary reflection:

1. What are you learning from your responses to these questions?

2. What can and will you do to increase psychological safety for yourself and others?

3. Why does this matter to you? What difference will it make?

the
be seen
project

thebeseenproject.com

hello@thebeseenproject.com

+44 (0)203 488 3739

