

How to Build
Psychological Safety
in Teams.





EMPLOYEE ENGAGEMENT: A DEFINITION

Feel energized

Find purpose in their work

Feel empowered to do valuable work

Source: Gartner

31%

More likely to stay and put in extra effort.

15%

Contribute to the broader organizational success.

Employee engagement today

31% Actively engaged

69% Moderately engaged or actively disengaged

THIS IS NOT DUE TO A LACK OF EFFORT.

- Employee recognition programs
- Flexible work arrangements
- Training & development opportunities
- More communication
- Employee feedback and surveys
- Leadership development programs
- Wellness initiatives
- Diversity and inclusion efforts

- Technology and digital tools
- Performance management
- Team building activities
- Workplace design
- Recognition of work-life balance
- Remote and hybrid work policies
- Employee Assistance Programs

EMPLOYEE ENGAGEMENT IS HUMAN ENGAGEMENT

THERE IS NO APP FOR HUMAN CONNECTION

ARE OUR EMPLOYEES ENGAGED?

HOW ENGAGING ARE WE?























Five Indicators of Low Psychological Safety













AVOIDING CONFLICT

'I have defined psychological safety as the belief that the work environment is safe for interpersonal risk taking. The concept refers to the experience of feeling able to speak up with relevant ideas, questions or concerns.'



Change management, systemic thinking, coaching, leadership development

The Thrive Equation

Accelerate change, unlock performance and potential.

Applied to multiple contexts.

THE THRIVE EQUATION

THRIVING = HEAD+ HEART+ HANDS+ CONNECTION

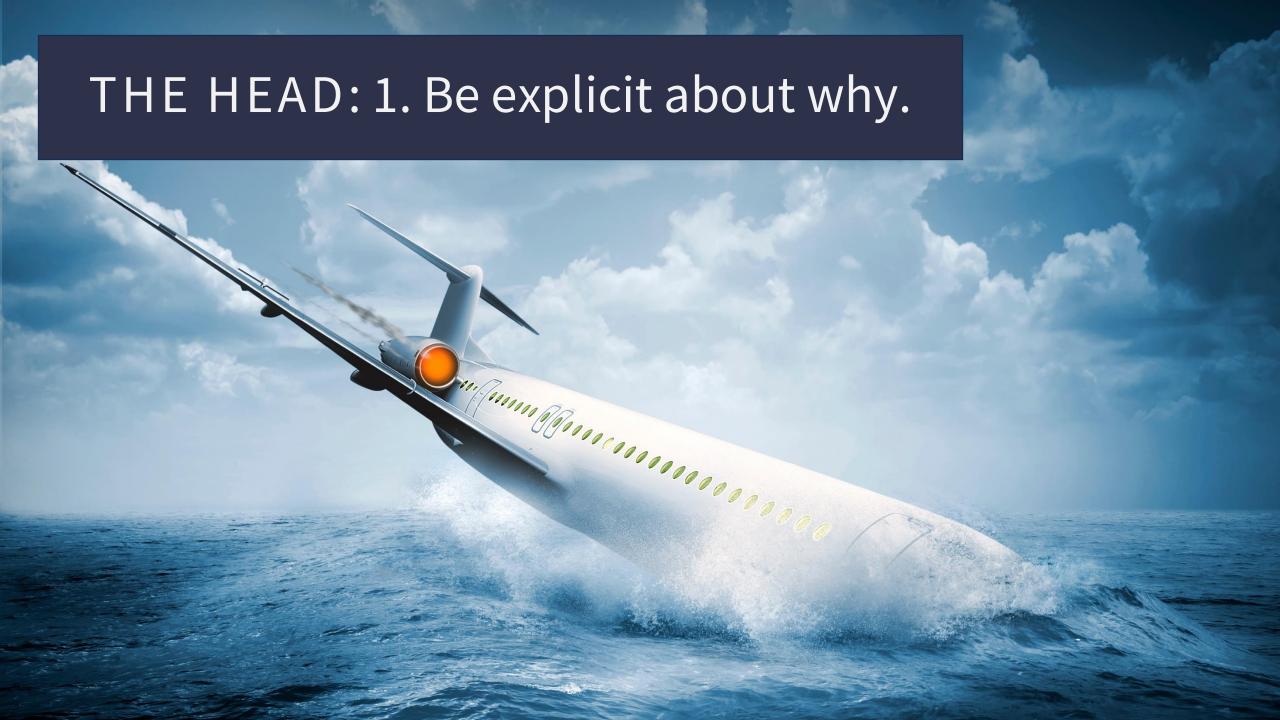
THRIVING = HEAD+ HEART+ HANDS+ CONNECTION

- Cognitive intelligence
- Emotional intelligence
- Kinesthetic intelligence
- Social intelligence

THE THRIVE EQUATION

OVERCOME OBSTACLES

Shift ways of thinking, feeling, behaving and interacting that undermine psychological safety.



THE HEAD:

2. Move from a mindset of criticism



THE HEAD:

To a mindset of curiosity



THE HEART: 3. Be a role model for courage

Psychological safety fosters courage

Courage creates safety

THE HEART: 3. Be a role model for courage

feeling scared or awkward,

accepting those feelings, and

moving forward anyway

Brene Brown

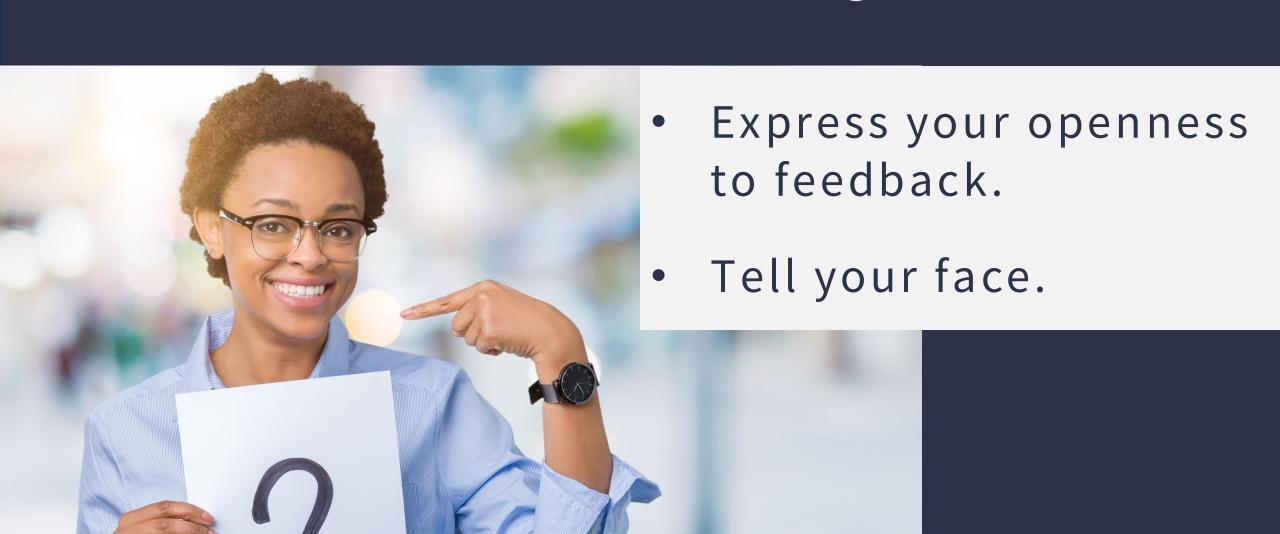
THE HEART: 3. Be a role model for courage

Choose courage over comfort

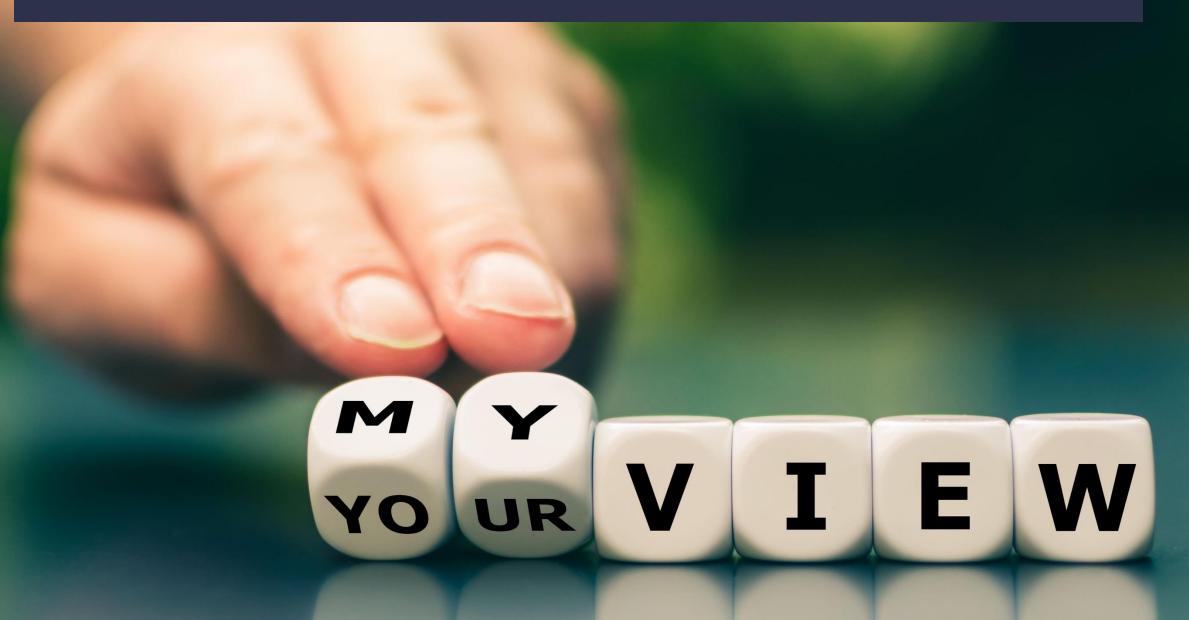
THE HEART: 4. Lean in to vulnerability

- Uncertainty
- Risk
- Emotional exposure

THE HANDS: 5. Make it safe to disagree



THE HANDS: 6. Invite new perspectives





CONNECTION: 7. Create a shared agreement

What do you need:

- From me
- From each other

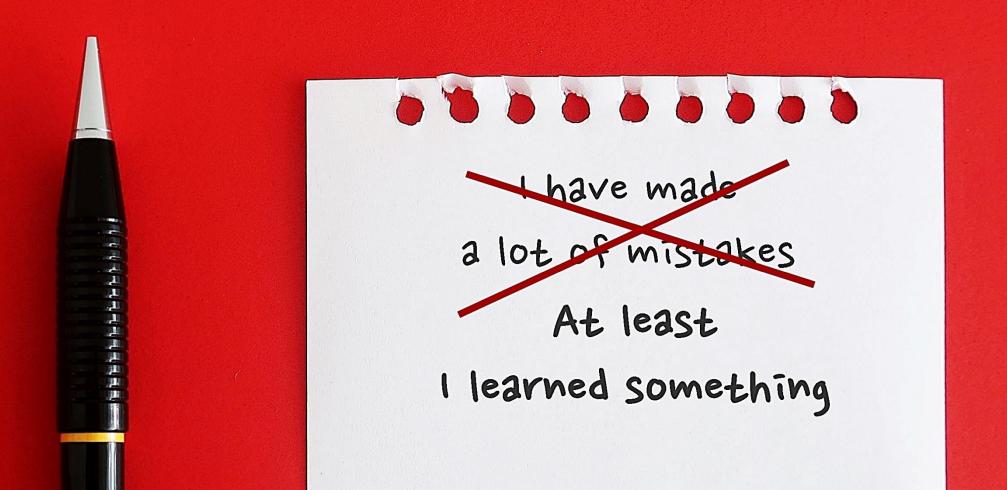
To feel safe to speak up and disagree in this team?



CONNECTION: 8. Include others



OBSTACLES: 9. Learn from mistakes





Ten tips to improve psychological safety:

- 1. Explain why
- 2. Move from criticism to curiosity
- 3. Choose courage over comfort
- 4. Lean into vulnerability
- 5. Express openness to feedback

- 6. Invite new perspectives
- 7. Create a shared agreement
- 8. Include others
- 9. Learn from mistakes
- 10. Ask for help

Pick one to focus on

THREE KEY QUESTIONS



Is employee engagement improving fast enough to keep your talented people?

THREE KEY QUESTIONS



If just 10 people managers in your organisation did a better job of building psychological safety over the next three months, what would their motivation, commitment and extra effort unleash?

THREE KEY QUESTIONS



How long can you afford to wait before you address psychological safety issues?

Create a customised solution for your team or organization.



Contact me at michele@zebrablue.co.uk

This program is pre-approved for ONE HRCI Credit and ONE SHRM PDC.



HR Certification Institute's® (www.HRCI.org) official seal confirms that Terryberry meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

This program has been approved for 1 (HR (General)) recertification credit hour toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

669228



Terryberry is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

24-CPC6Y