

# How Psychologically Safe is Your Workplace?

Strongly Disagree 1 - 2 - 3 - 4 - 5 - 6 - 7 Strongly Agree

- \_\_\_ If I make a mistake on my team, it is rarely held against me.
- \_\_\_ Members of my team are able to bring up problems and tough issues.
- \_\_\_ People on this team rarely reject others for being different.
- \_\_\_ It is safe to take a risk on this team.
- \_\_\_ It is easy to ask other members of this team for help.
- \_\_\_ No one on this team would deliberately act in a way that undermines my efforts.
- \_\_\_ My unique skills and talents are valued and utilized by my team.



## Exercises to Promote Psychological Safety

1. Pre-Meeting Check-In
2. Round Robin Conversation
3. Uncover the “Stinky Fish”
4. Celebrate the Messenger
5. Get to Know Your Team Members
6. Adopt a Learning Culture

## Manager Actions for Psychological Safety



## Team Effectiveness Discussion Guide

