

# Psychological Safety Training

Horizon Point Consulting, Inc.

This workshop helps teams understand, assess, and strengthen psychological safety in the workplace. Participants explore why psychological safety matters for team effectiveness, how it influences interpersonal risk taking, and how it affects the way people speak up, ask for help, share ideas, and respond to mistakes.

The session includes a team safety assessment, guided discussion, and practical exercises that help participants identify opportunities to improve team culture. Participants leave with actionable strategies for creating an environment where accountability and empathy coexist, contributions are valued, and open dialogue supports stronger performance and collaboration.

## Learning Objectives

By the end of this course, participants will be able to:

1. **Understand Psychological Safety**
  - a. Define psychological safety and explain its role in team effectiveness and interpersonal risk taking.
  - b. Explore research and workplace examples that illustrate why psychological safety is foundational to high-performing teams.
  - c. Recognize the relationship between psychological safety, trust, collaboration, and team learning.
  
2. **Assess the Current Team Environment**
  - a. Use a psychological safety questionnaire to evaluate how safe team members feel speaking up, asking for help, and taking risks.
  - b. Interpret group results to identify team strengths, gaps, and patterns in perception.
  - c. Facilitate discussion around survey results to uncover key barriers to psychological safety.
  
3. **Recognize Behaviors That Influence Team Safety**
  - a. Identify common workplace behaviors and norms that either support or undermine psychological safety.
  - b. Examine how mistakes, differences, feedback, and help-seeking are experienced within a team.
  - c. Understand the balance between accountability and empathy and how both contribute to a healthy team culture.



4. **Apply Practical Strategies to Build Psychological Safety**
  - a. Practice structured techniques such as pre-meeting check-ins, round robin conversations, and celebrating the messenger.
  - b. Use generative language and open-ended questions to encourage participation, curiosity, and respectful dialogue.
  - c. Build stronger team connection by learning colleagues' work styles, preferences, and unique contributions.
  
5. **Create an Action Plan for Ongoing Improvement**
  - a. Identify specific habits and team norms that can be strengthened immediately after the workshop.
  - b. Use reflection and discussion activities to prioritize the most important improvement opportunities.
  - c. Commit to practical next steps that help sustain a learning culture and reinforce psychologically safe behaviors over time.

The course follows an interactive format that supports discussion, reflection, and practical application. Activities include individual assessment, team dialogue, and scenario-based exercises that help participants translate concepts into real-world workplace actions.

Horizon Point Consulting believes stronger teams are built through open communication, shared responsibility, and intentional people practices. This session is designed to help teams create the conditions for candor, inclusion, and continuous learning.

