PSYCHOLOGICAL SAFETY: THE SECRET INGREDIENT TO HIGH-PERFORMING TEAMS

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Thanks to Clinton Ages for the topic and goals.

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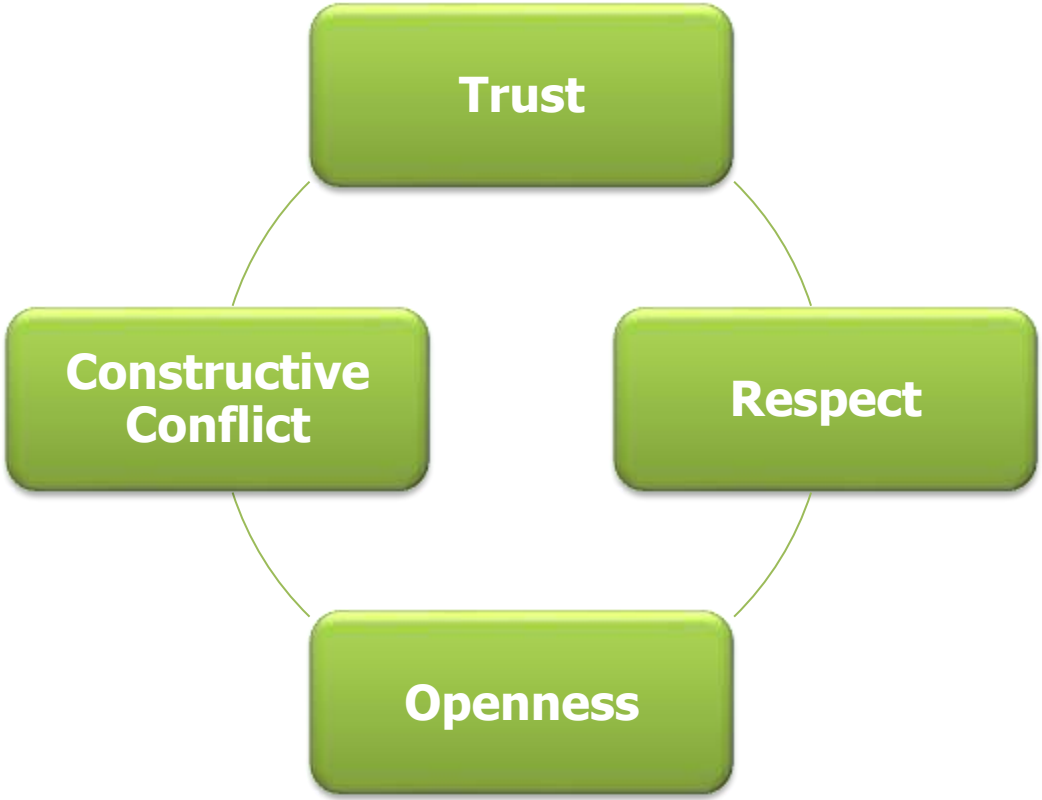
Special thanks to our friend and mentor, Coach Clinton Ages for this presentation concept.

Ground Rules

- This session is for you, so please participate.
- These tips are not be right for everyone or every situation. Please consult a career coach or physician to find the best program for you.
- No animals were harmed during the creation of this presentation, and please support pet rescue groups.

WHAT DOES PSYCHOLOGICAL SAFETY MEAN TO YOU?

4 Characteristics of a Psychologically Safe Team



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slido

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Which psychological safety characteristics do you have on your team?

ⓘ Start presenting to display the poll results on this slide.

WHY IS PSYCHOLOGICAL SAFETY IMPORTANT?

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Benefits of Psychological Safety

Performance and Creativity

Team members are comfortable taking risks and sharing ideas.

- 50% more productivity
- 76% more engagement
- 57% more collaboration among employees

Individual Well-being

Team members feel valued and respected.

- 27% reduction in turnover
- 74% less stress
- 29% more life satisfaction

25+ Psychological Safety at Work Stats [2024], Michelle Bennett

7 Pillars to Building Psychological Safety

Foster trust and respect

Don’t tolerate bullying and harassment

Practice empathy

Provide constructive feedback

Model active listening

Communicate openly

Demonstrate transparency

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Foster trust and respect

Assume good will.

Build an atmosphere where everyone's perspectives are valued and considered.

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Practice empathy

Acknowledge other people's perspectives and work to find pain-relievers.

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Model active listening

Don’t just listen to respond.

Listen to understand.

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Communicate openly

Encourage open, honest communication and listen without judgment.

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Demonstrate transparency

Be open when discussing challenges and solutions.

Face reality head on.

Photo by olia danilevich

Provide constructive feedback

Provide feedback that helps move the team towards a better solution.

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Don’t tolerate bullying and harassment

Confront undesirable behavior, bias, preferential treatment, and exclusionary actions immediately.

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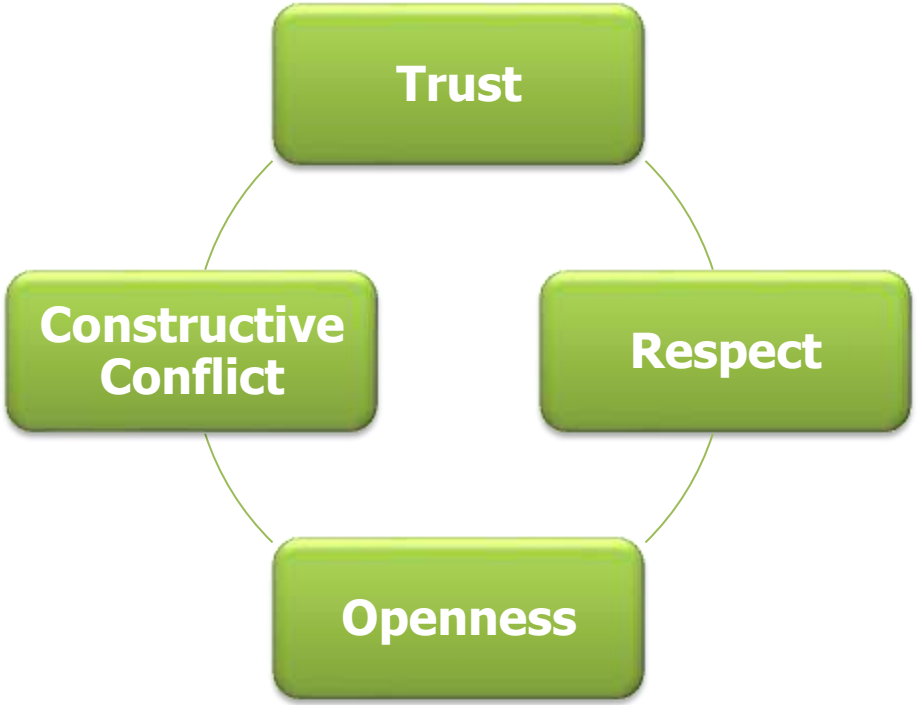
Characteristics of a Psychologically Safe Team



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