

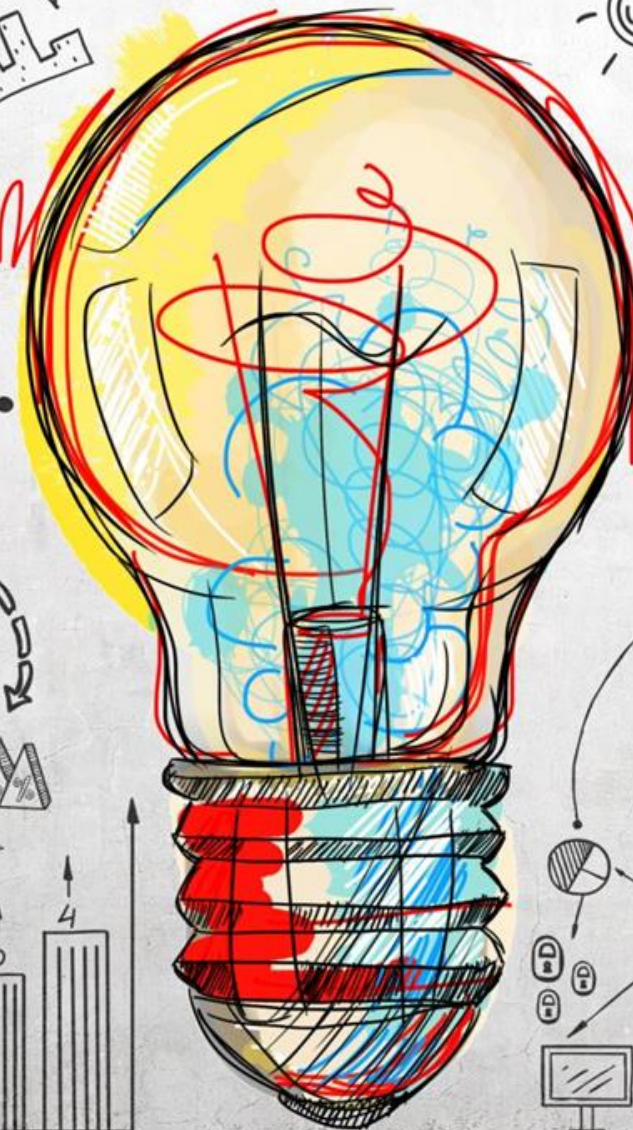
Psychological Safety

Write up from session 26th September.

As members of teams, how can we contribute to creating a psychologically safe working environment at work?



Q is led by the Health Foundation and supported by partners across the UK and Ireland



Thank you to everyone who contributed!

Individual Actions and Mindset

Role modelling: Each team member plays a vital role in fostering psychological safety by modelling behaviours such as open communication, owning failures, and actively seeking diverse opinions.

Self-awareness: Recognising one's own communication style and its impact on others is crucial for building trust and understanding within the team.

Active listening: Listening to what is being said, rather than focusing on who is saying it, helps create a space where everyone feels heard and valued.

Speaking up: Team members should feel empowered to 'speak out' and share their thoughts, concerns, and ideas without fear of reprisal.

Constructive feedback: Providing feedback in a non-aggressive and respectful manner promotes learning and growth within the team.

Challenging toxic positivity: Recognising and addressing excessive positivity allows for a balanced environment where both successes and challenges can be openly discussed.

Team dynamics, collaboration and leadership

Reducing hierarchy: Minimising hierarchical barriers and actively seeking input from all team members fosters a sense of equality and encourages participation. Use more inclusive decision-making approaches, e.g. 'Integrative Decision-Making'.

Recognising diversity: Understanding and appreciating different personality types, communication styles, and needs ensures everyone feels included and comfortable contributing. Deepen relational connections between teams where they are weak (e.g. using 'Conversations of Interdependence').

Creating opportunities for participation: Providing various avenues (for example, team check-ins) for team members to speak up, particularly for those who may be introverted, helps ensure everyone's voice is heard.

Addressing inappropriate behaviour: Utilising frameworks like the [4D's model](#) empowers team members to safely address behaviours that may hinder psychological safety.

Utilising collaboratives: Implementing techniques like [restorative circles](#) and [liberating structures](#) can promote open dialogue and equal participation within the team.

Recruit leaders with the capability to create psychological safety. Effective leadership fosters psychological safety, empowering team members to speak up, innovate, and collaborate without fear.

