The FUTURE in MIND

Inspiring Leaders Inspiring Teams

PSYCHOLOGICAL SAFETY CHECKLIST

Unlocking Team Potential

Unlocking Team Potential: A Guide to Psychological Safety

Effective leadership is not just about strategic decision-making; it's about creating an environment where team members feel safe to express themselves, take risks, and contribute their best work. A critical element in creating high-performing teams is psychological safety.

What is Psychological Safety?

Psychological safety is a shared belief within a group or organisation that the environment is safe for interpersonal risk-taking. Where individuals feel comfortable expressing their thoughts, ideas, and concerns without fear of reprisal. It involves creating a climate where team members can be themselves, take risks, share openly, and contribute to discussions without the worry of judgment or negative consequences.

"A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk-taking"
– Prof Amy Edmondson

What are the advantages of high psychological safety in teams?

Psychological safety is crucial for fostering effective teamwork, promoting innovation, and enhancing overall well-being within a group or organizational context.

In workplaces where individuals feel secure to express their thoughts and ideas without fear of reprisal, innovation flourishes as team members engage in creative thinking and risk-taking.

Open communication fosters a positive work culture, leading to increased employee engagement, improved learning and development opportunities, and greater trust and cohesion among team members.

Moreover, a psychologically safe workplace diminishes the fear of failure, encouraging accountability and a shared commitment to team goals.

How to use this checklist.

This checklist is designed to help leaders and HR professionals identify some of the main indicators that their teams may not be performing to capacity. It is not designed to replace the Fearless Organisation Scan which is run under licence from accredited Practitioners.
As such it should be used as a starting point for further discussion.

Many of the behaviours are frequently attributed to personal characteristics, but if these markers are common place it may be symptomatic of a wider team or possibly organisational culture.

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Psychological Safety Checklist

The following behaviours may indicate low levels of Psychological Safety.
Take note of when and if these behaviours occur amongst your teams and leaders

Leader Behaviours: Signs of Low Psychological Safety

- Tends to dominate meetings
- Micromanages team members' tasks and decisions
- Fails to give proper recognition
- Interrupts discussions
- Poor listening skills
- Asks leading or closed questions

Team Behaviours: Signs of Low Psychological Safety

- Members don’t ask questions during meetings
- Reluctant to take risks
- Not all members are included in discussions
- Certain members dominate the conversation
- Low employee engagement
- Feedback is not frequently given or requested
- Don’t ask each other for help when they need it
- Little or no disagreements or different points of view in team meetings
- Avoidance of conflict
- Consistently in blaming others
- Mistakes and failures are not openly discussed

Cautionary Note from Shona

While recognising these behaviours and their underlying causes is crucial for addressing them effectively, dealing with them head on with no warning in an environment of low psychological safety is a major risk. We design Psychological Safety programs to allow participant to come to the table at their own pace and with their own discoveries. Pushing your findings into their faces may have the opposite effect. Often it will be down to the leaders of an organisation to foster an environment of open communication, but if this hasn’t been present it may take time to get to a point where empathy, respect and open discussion are the norm. Once these are in place a healthier team dynamic emerges and success is easier to achieve.

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Free No Obligation Discussion Designed to Maximise your Team Performance

Join us online to discuss your current situation and share with you our framework for High Performing Leaders and Teams

On the call you will:

- **Explore your findings and what they mean**
- **Diagnose your team dysfunction**
- **Discover PS best practice**
- **Learn what you need to do to move forward**
- **Set a plan for change**

What to do now

Contact us NOW on hello@thefutureinmind.com to arrange your appointment

About Shona Wylie

Shona is driving meaningful and sustainable change through leaders, teams, and organisations by passionately applying her knowledge and expertise to enhance leadership capabilities and improve organisational culture.
She is currently championing Psychological Safety to enhance collaboration, innovation and results. She has successfully supported executive teams, global leaders and organisations through the recent global economic shifts.
She says
“When leaders and teams speak openly they create amazing ideas, and solve all manner of problems. They have honest conversations, rather than dancing around the truth. Psychological Safety can provide clarity, opportunity and outcomes, and make coming to work more enjoyable. If you haven’t investigated it before I urge you to start now.”
Shona is an Accredited Practitioner in the “Fearless Organisation Scan” and works with leaders and teams to identify and improve levels of Psychological Safety.

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