



CREATING HIGH PERFORMING TEAMS WITH PSYCHOLOGICAL SAFETY

“Psychological safety allows employees to feel safe at work in order to grow, learn, contribute, and perform effectively in a rapidly changing world.”

Amy Edmondson & Zhike Lei (2014)

MAIN CONTENT:

This four-hour workshop has been developed with people leaders in mind but has relevance to everyone in an organisation and can be tailored for all teams.

While there is an abundance of information on the topic of creating psychologically healthy work environments, this workshop specifically focuses on “psychological safety”, which refers to:

“A shared belief that the team is safe for interpersonal risk taking.”

Amy Edmondson (1999)

Psychological safety has been shown to be the most important feature of high performing teams (Duhigg, 2016). It has consistently been linked to more creativity, innovation and profitability in the workplace. Creating a climate of psychological safety in an organisation does not mean lowering standards, nor does it simply mean people have to be nice all of the time! Psychological safety is about being honest and making it possible for people to feel comfortable asking questions, sharing ideas and providing feedback.

With growing numbers of collaborative relationships, interdependencies and uncertainty in the workplace, psychological safety is a crucial factor for excellence in learning and performance, well into the future.

The workshop aims to increase participants’ knowledge of psychological safety and how it impacts on teams and their performance. Participants can expect a high level of peer and wider group discussions to start brainstorming practical ways to embed psychological safety into your workplace.

“Team members who feel psychologically safe are more comfortable asking questions, sharing ideas, putting the group’s success above their individual ego. They’re not afraid to make mistakes, nor are they worried about being ridiculed, embarrassed or, worse, penalized for trying new things.”

Lauren Dixon (2019)

WORKSHOP OBJECTIVES:

Our creating high performing teams workshop helps people to:

- understand what psychological safety is and why it is so important
- recognise what happens in your brain when you are not feeling psychologically safe
- use insights from psychological research to review the best ways you can boost psychological safety in the workplace through
 - emotion regulation skills
 - building trust
 - developing high quality connections
 - supportive leadership
 - values-driven behaviour
- create an action plan to help you recognise the things you do well and pick up new helpful strategies.

“A working environment where an individual feels psychologically safe elicits confidence, and therefore drives creativity, proactivity, and eagerness to share information with others.”

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