



Psychological Safety in the Workplace

What Is Psychological Safety at Work and Why Is It Important?

Psychological safety in the workplace refers to a team climate in which staff feels comfortable to express their opinions, admit mistakes, give and receive feedback, suggest improvements, and point out problems without fear of embarrassment, punishment or rejection by the rest of the team.

In a psychologically safe team, all members have equal rights to express themselves, regardless of their position, job title or rank. Psychological safety encourages a team to develop a learning culture in the workplace. This learning culture is particularly important in a volatile, uncertain, complex and ambiguous socio-economic reality such as the one that we face today. This is because this mindset helps a company be more adaptable, flexible and innovative.

So, why should you train your staff on creating psychological safety at work?

Because psychological safety has been found to greatly increase staff's:

- Motivation
- Commitment
- Morale
- Creativity
- Problem solving ability
- Engagement
- Productivity

Learning Objectives:

- Identify what psychological safety is and why it's important.
- Pinpoint the things that undermine psychological safety.
- Analyze the factors that drive psychological safety.
- Start to develop a strategy to support psychological safety in your team.

