

PSYCHOLOGICAL SAFETY

“A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes”

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Effects

- Promote safety, growth, learning, and effective performance
- Allow employees to display self without fear of negative consequences to self-image, status, or career.
- Reduce perceived threats, remove barriers to change, and create a context which encourages provisional tries and tolerates failure without retaliation, renunciation, or guilt.
- Positively influence employee engagement, task performance, satisfaction, commitment

Benefits

- Influence high-quality, supportive relationships and leads to higher levels of learning behaviors.
- Foster shared goals, shared knowledge, and mutual respect and enable organizational members to learn from failures.
- Influence satisfaction and success in teams, especially diverse teams.
- Teams with psychological safety have a higher chance of innovation, growth and expansion and better collaboration, trust and inclusion.

Threats

- Individuals feel incompetent, unworthy, or deficient
- Causes psychological stress, anxiety, and overall poor mental health outcomes
- Increased marginalization and lack of belonging within teams
- Robs individuals and teams of learning opportunities
- Prevents growth and improvement