

COURSE TITLE:

Safe to Speak Up: Creating Psychological Safety for High Performing Teams

Psychological safety is more than a buzzword; it's a prerequisite for high-functioning teams to communicate effectively, embrace a growth mindset, and take the calculated risks needed for innovation. Equip your teams with the skills needed to create an environment where individuals are empowered to speak up, and as a result, teams win big.



DESCRIPTION

It's one thing to say that everyone is encouraged to participate and speak freely at work. It's another thing to create the environment where all members of the team feel safe to do so. Businesses can't grow without taking risks and learning from mistakes - so it's imperative that your teams operate in a climate that encourages and supports all members in doing so.

Creating a psychologically safe environment requires intentional trust-building, and results in more empathy, curiosity, and active participation in creation and feedback. This session will equip learners with a research-based understanding of why psychological safety is increasingly important in today's workplace, will allow them to explore their current team norms, and will provide them with tools and tactics to begin building psychological safety immediately and ongoing.

 90 MINUTES | VIRTUAL OR LIVE

OBJECTIVES



DEFINE

Define psychological safety and understand its impact on your team and business



EXAMINE

Examine existing norms and identify whether they create an experience of safety or fear



APPLY

Apply techniques that build trust and support collaboration - especially during times of change



PRACTICE

Practice taking risks and providing feedback in a strategic and supportive manner



COMMIT

Commit to implementing new behaviors and practices that will build psychological safety across the team

THE FLOW

INTRODUCTION & CONTEXT

Our goal is to help participants understand what psychological safety is, why it's important what actions they can start or stop doing immediately to strengthen it.

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WARM UP: FIND THE PATTERN

Participants engage in a group activity with very specific rules. The catch? Only the facilitators know the rules. Participants work together to try, fail, learn, and succeed together to uncover the pattern.

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LISTENING TO BUILD PSYCHOLOGICAL SAFETY

Introduce the Listen, Affirm, Build technique & apply it in small groups, working together to identify "make it" and "break it" moments for psychological safety.

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REFLECTING ON PSYCHOLOGICAL SAFETY

Participants work in pairs to reflect on individual experiences with leaders who have created psychological safety for them, and identify specific behaviors that contributed to it.

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DEFINING PSYCHOLOGICAL SAFETY

Brief lecture on what psychological safety is, the research behind it, and how it impacts people and their workplace.

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PSYCHOLOGICAL SAFETY FOR DIFFERENT ROLES AND MINDSETS

Small groups work together to apply techniques that will build psychological safety in a way that is specific and meaningful for each role or mindset.

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CALL TO ACTION

Participants select tactics and make a commitment to begin implementing at least one immediately.

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EXPAND IT

- **Problem Solving Challenge:** Extend the session to 2 hours and include a collaborative activity that will challenge participants to create psychological safety for one another while they work towards a common- but moving - target in devising and pitching a hypothetical new product.
- **Foundations for Inclusive Collaboration:** Take your team's new skills to the next level and begin utilizing that psychological safety to support and drive successful collaboration.
- **Growth Mindset:** Learn how teams that have the right environment to safely take risks and share mistakes can push their individual and team development even further by embracing a growth mindset.