

PSYCHOLOGICAL SAFETY.

EXPLORING OPPORTUNITIES FOR TEAM SAFETY

FOUR POWERFUL IMPACTS OF MEASURING PSYCHOLOGICAL SAFETY.

By completing this survey, you will be able to surface a number of powerful insights - including:

- Identification of any issues that may be impacting psychological safety,
- Providing understanding and education about what psychological safety is,
- Creating the conditions to make psychological safety safe to talk about,
- Making explicit and encouraging the very behaviours that increase psychological safety!

	STRONGLY DISAGREE		NEUTRAL		STRONGLY AGREE	
PART 1: INDIVIDUAL SAFETY	1	2	3	4	5	
In this team, it is easy to discuss difficult issues and problems.						
I won't receive retaliation or criticism if I admit to an error or mistake.						
It is easy to ask a member of this team for help.						
I feel safe offering new ideas, even if they aren't fully formed plans.						
PART 2: TEAM RESPECT	1	2	3	4	5	
In this team, people are accepted for being different.						
My teammates welcome my ideas and give them time and attention.						
Members of this team could easily describe the value of others' contributions.						
PART 3: TEAM LEARNING	1	2	3	4	5	
In this team, people talk about mistakes and ways to improve and learn from them.						
We take time to find new ways to improve our team's work processes.						
Members of this team raise concerns they have about team plans or decisions.						
We try to discover our underlying assumptions and seek counterarguments about issues under discussion.						
TOTAL						<hr style="width: 50px; display: inline-block; vertical-align: middle;"/> / 55

(Source: Amy Edmondson, 1999, "Psychological Safety and Learning Behavior in Work Teams," Administrative Science Quarterly 44 (2): 350-383)

Prompts:

- Considering your above results, in which area (i.e. *individual safety, team respect, team learning*) were your scores **highest**. What opportunities does this present for you and your team?
- Considering your above 'results', in which area (i.e. individual safety, team respect, team learning) were your scores **lowest**. What opportunities does this present for you and your team?
- What responses and results surprised you - and why?
- What could the benefits be in addressing areas that are perhaps lower than they should/could be?
- What role are you personally playing which has contributed to the above results?

My Notes:
