







Further Reading - Psychological Safety, 'The Fearless Organisation' (extract) – Amy Edmundson

'In a psychologically safe workplace, people are not hindered by interpersonal fear. They feel willing and able to take the inherent interpersonal risks of candour. They fear holding-back their full participation more than they fear sharing a potentially sensitive, threatening or wrong idea. The fearless organisation is one in which interpersonal fear is minimized so that team and organizational performance can be maximized.'

Psychological Safety

- A climate in which people are comfortable expressing and being themselves; they feel comfortable sharing concerns or mistakes without fear or embarrassment or retribution. They are confident that they can speak-up and won't be humiliated, ignored or blamed. They know they can ask questions when they are unsure of something. They tend to trust and respect their colleagues.

Psychological Safety Survey

1. If you make a mistake on this team it is often held against you.

Strongly Disagree Disagree neither agree Agree Strongly Agree
Nor disagree

2. Members of this team are able to bring up problems and tough issues.

Strongly Disagree Disagree neither agree Agree Strongly Agree
Nor disagree

3. People on this team sometimes reject others for being different.

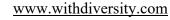
Strongly Disagree Disagree neither agree Agree Strongly Agree
Nor disagree

4. It is safe to take a risk on this team.

Strongly Disagree Disagree neither agree Agree Strongly Agree
Nor disagree

5. It is difficult to ask other members of this team for help.

Strongly Disagree Disagree neither agree Agree Strongly Agree
Nor disagree



















6. No one on this team would deliberately act in a way that undermines my efforts.

Strongly Disagree Disagree neither agree Agree Strongly Agree
Nor disagree

7. Working with members of this team my unique skills and talents are valued and utilized.

Strongly Disagree Disagree neither agree Agree Strongly Agree
Nor disagree

'Today's leaders must motivate people to do their very best work by inspiring them, coaching them, providing feedback, and making excellence a rewarding experience... making the environment safe for open communication about challenges, concerns and opportunities is one of the most important leadership responsibilities in the 21st Century.'

- Amy Edmundson







