

SAFE

HOW TO ESTABLISH A PSYCHOLOGICALLY SAFE AND SECURE WORKPLACE



PSYCHOLOGICAL SAFETY

In a psychologically safe work environment, employees

- feel that their colleagues will not reject people for being themselves or saying what they think
- respect each other's competence
- are interested in each other as people
- have positive intentions to one another
- are able engage in constructive conflict or confrontation
- feel that it is safe to experiment and take risks

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PERCIPIO RESOURCES

Book: **The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth**

Harvard Business School professor Amy Edmondson explains why psychological safety matters, examines why it's not the norm in many organizations, explores the link between psychological safety and performance, and offers a blueprint for establishing a psychologically safe workplace culture.

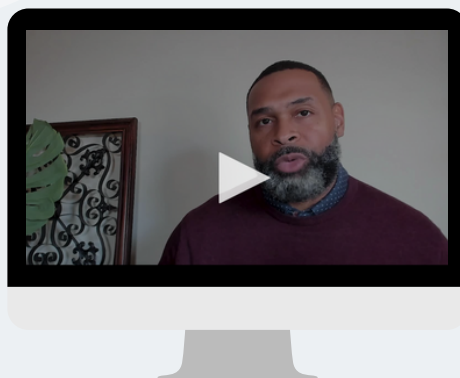
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Course: **Psychological Safety: Building a Culture of Inclusion and Innovation**

In this course, you'll learn what psychological safety is, the big impact it has in the workplace, and how to nurture a mindset of psychological safety and build a skillset that supports it. And you'll learn what challenges might inhibit a culture of psychological safety, solutions for overcoming each challenge, and techniques to measure and sustain high levels of psychological safety in your workplace.

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VIDEO

Building a psychologically safe workplace

In this TEDx talk, Amy Edmondson outlines why giving team members a voice is necessary for safety, innovation, and learning.

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ADDITIONAL READING

What Is Psychological Safety at Work? How Leaders Can Build Psychologically Safe Workplaces

The rise of the hybrid workplace and virtual work arrangements since the pandemic have made psychological safety at work more complex for leaders today. In this article, the Center for Creative Leadership lays out 8 steps which will help leaders build greater psychological safety in the workplace, so their teams are more successful and engaged.

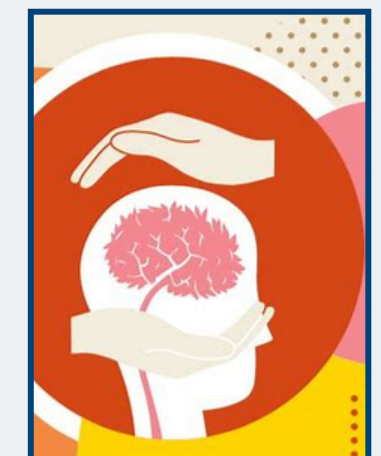
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An Introduction to Psychological Safety in the Workplace

This article explains what psychological safety means in the workplace, its importance, benefits, and stages. You'll learn how to measure the signs of a psychologically safe workplace and tips on continuously improving your processes in this regard.

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Fostering Psychological Safety In The Workplace

According to Gallup's State of the American Workplace Report, just three in 10 U.S. workers strongly agree that at work, their opinions seem to count. With increased psychological safety, organizations could realize a reduction in turnover and safety incidents and an increase in productivity. This Forbes article suggests ways to involve your team in creating a culture of psychological safety.

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