PSYCHOLOGICAL SAFETY

MEDICLINIC

TOOL

Does your team feel that they are working in a safe space?

This **self-report questionnaire** is a **reflection tool** that you can use to better understand the dynamics relating to psychological safety in your team.

The reflection questions below will help you to explore your own understanding and perception of the values, beliefs and behaviour patterns existing within your team. You will have the opportunity to reflect on how you perceive the level of psychological safety for your team, and observe where shifts in behaviours and practices are necessary to enable a safe space for your team.

Making mistakes and taking risks

- How comfortable do your team members feel when asking about things they do not know or understand in team meetings?
- What happens when mistakes, near misses, failures and critical incidents happen? Are these mistakes held against team members in any way? Or are they genuinely seen as opportunities for team learning?
- How often do team members give and receive feedback to each other, or to you?
- Do they invite others who are not members of the team to give feedback on the team's work?
- Do your team members feel free to take risks, innovate and try new things?

Celebrating diversity and being authentic

- Do you feel that the unique skills and talents of your team members are valued and utilised? Are they encouraged to contribute where they can add value?
- To what extent do team members feel accepted for who they are?
- Do you believe diversity is acknowledged and celebrated in the team?

Being open to having difficult conversations

- How comfortable do your team members feel when raising difficult issues and concerns about specific elements of work, or about 'how things are done here'?
- In team meetings, do team members feel comfortable expressing disagreement and offering dissenting views? Do team meetings include healthy discussions and debates about work matters?

Being willing to support each other

- Do team members you (or each other) for help when they need it?
- In team meetings, are all team members invited (and encouraged) to contribute to discussions irrespective of their grade, job title or tenure?
- Do team members "have each other's backs"?

THINK   Now, answer these 3 questions:

- What picture do your answers to these questions paint of your team?
- How does this picture relate to the level of psychological safety in your team?
- Which practices can you adopt to help your team feel mentally and emotionally safe to be themselves?

IDEA   Take Action

What are 3 commitments you'll make in the next month towards enhancing psychological safety for your team?