Consider all the good examples and poor examples you've experienced of psychological safety.

Breakout room#1

- Taking accountability
- Fostering safe places for collaboration
- Unable to own mistakes/ apologise
- Shut off to collaboration
- Open and approachable leaders
- Authentic
- Lack of self awareness
- Closed off body language
- Inappropriate structure and direction in meetings & organisation
- Passive Aggression

Breakout room #2

- Mistakes are okay - including the CEO's leaders
- Not standing above people - being on their level
- toxic positivity
- too risk adverse
- Leader not sitting at the head of the table in a meeting
- Recognise good work and praise but in a way that is considered
- Having to justify your every move
- Disconnect between leaders and staff
- transparency - bringing people along with you
- Getting to know your team and their triggers/ trauma/ working style
- Micromanaging
- Not taking accountability of own actions
- Build trust in the team
- Flexibility in the workplace

Breakout room #3

- People coming forward with concerns
- Can be a buzz word that is "weaponised"
- Shared understanding of psychological safety
- Building resilience
- Empowering staff

Breakout room #4

- Leadership acknowledging their mistakes
- People of all levels just saying a friendly hello to one another
- Whispering
- Lack of confidentiality
- making sure you make time for your people to share how they are doing with their work
- involving people in the decisions that effect their work
- Cliques
- Micro-managing
- check in with your team meaningfully about their wellbeing
- Privacy concerns
- People not being attentive in meetings
- Holding space for people to feel safe sharing personally especially when they identify with a minority group

Breakout room #5

Breakout room #6

Breakout room #7

Breakout room #8