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

Breakout room#1

Open, honest approach to mistakes. Feedback that good to share if mistake made. Human error

Never be fearful of asking questions

Type your paragraph...

Ask for feedback

Space for people to debrief at work - timely, not waiting for scheduled check-ins.

Leaders share their vulnerability too

Breakout room #2

Leading by example, and being open and vulnerable (where appropriate)

Being human

Micro-management

No space for check-ins or supervision

Creating clear expectations and communicating well

5 minute open door with CEO end of day

No acknowledgement of contribution or achievement

CEO with no work-life ballance and projects that on team

Approachable and open

CEO honest about own distractions or personal "barriers"

Acknowledge contribution - thank you is a simple thing

Involving team in discussions leading to decisions

Breakout room #3



Ask for feedback on own leadership from team members

Clear meeting expectations up front (purpose for meeting, roles and respect - guidelines for the meeting)

Empty feedback/ "Great work!" (not specific acknowledgement)

Fear of repercussions - poor psychological safety - mistakes (e.g. taking over, underhanded comments, putting people in their place)

Sharing airspace (being aware of big and small voices)

Gender representation

Doing nothing with ideas/ Inviting contribution, but not following through

Breakout room #4

Safe to speak up in meetings

Everyone feels welcome/ invited to speak

Lack of Transparency

Not following through with organisational values

Team Leader is approachable (within reason)

Regular Supervision

Consequences when speaking up

Poor Communication and transparency

Having multiple ways to share information

Clear expectations around confidentiality

Leadership not being available

Not providing or being open to feedback

Feedback

Having a diverse team

Not understanding the scope/ boundaries of your role. Or overstepping these

Not providing clear expectations

Maintaining professional boundaries

Understanding the scope/ boundaries of your role

EAP - and making sure the team is aware of this

Being clear with your staff about the limits of your role.

Breakout room #5

Inclusive language

Mindfulness

Discriminatory remarks - creating an environment of discomfort

Connect with people on their level

Talking about people rather than with people

Valuing diversity - of opinions, backgrounds etc.

Breakout room #6



'I trust you' dialogue

Priming the mind - open communication

Lost of trust

No consideration

Holding space for people

Meetings sprung at last minute

No boundaries

Shared vulnerability

Poor communication

Highlighting individual mistakes in group discussion

Talking through things together and making joint decisions

Mistakes are how we learn

Mental health is priority

Breakout room #7

Letting the team have a voice

heard and accepted

Discrimination

Feeling stressed and showing stress

Healthy work hours

Feeling safe

Poor communication

Management inconsistent, not present

Good relationships

Collaboration

Unrealistic expectations

Overworked

Approachable, opportunities for approach

Clarity

Hostility, clicky-ness, negative social culture

Lack of gratitude

Opportunities to grow

Positive practice reflections

Acknowledging achievements publicly

Feedback given privately

Mistakes owned, accountability and fallability

Coaching and mentorship

Actively managing potential cultural issues between team members

Holidays for workers

Breakout room #8

sharing mistakes and learning from them

breaching trust

allowing self and others to be vulnerable

seeking consent to share information

encourage mistakes and the benefits of them

calling out mistakes in groups

acknowledging peoples needs - some prefer email some face to face

excluding people

build rapport

discrimination

gossiping