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

Breakout room#1

- Shared responsibility between staff and management to maintain psych safety
- culture that encourages psych safety
- Bad icebreaker - "Tell us about a traumatic experience you've had"
- Taking ACE tests as a group and sharing scores
- Knowing your staff and how they will respond to things/what would work best for them
- Being vulnerable and open about personal life (appropriately) with team - modelling behaviour
- Bringing staff members in conflict into a room to "work it out"
- "anonymous" staff surveys

Breakout room #2

- asked for my perspective beyond my remit
- 'tap-on-the-shoulder-clear-you-desk' cuture
- A manager who reacted angrily or accusingly
- positive feedback given for bringing difficult topic of conversation
- Managers not believing staff who raise concerns
- negative experience: poor leadership
- Managers/ leaders who act swiftly and take issues seriously
- Leaders becoming defensive when decisions questions
- When negative culture was raised as a concern the targeting intensified
- denigration of humour
- demanding culture leading to burnout
- lack of integrity and accountability
- no vision

Breakout room #3

- Circle of psychological safety (external facilitator)
- Leadership models constructive behaviour around culture
- Defensive and dismissive leaders
- remuneration discussions are too challenging to have
- Model constructive dissent
- culture of acknowledge and recongition
- Blaming others
- unfair, unequitable pay structures
- Model vulnerability
- Everyone's opinion and input is valued
- People assuming their norms are the norm
- Advocate for yourself, your strengths and what you're worth
- Having clear containers or agreements around how to disagree well
- Have an organisational manifesto or value statement
- Embed values and psychological safety at all levels within the organisation - strat plan, policies, team meetings

Breakout room #4

- Overy positive workplaces where it is unsafe to say something negative because it is going against the stream.
- Able to be focused on psychological safety at a trendline level, usually by a trendline in a company wide. Company subscribed to a certain type of psychological safety.
- Monday meetings in an accounting firm. Unless you were a partner you were not allowed to speak - had to wait to be addressed.

Breakout room #5

- Address issues
- Creating space to lean on each other
- Burnt out staff
- Lack of support structures
- Spaces for debriefs / reflection
- Reasons why staff stayed, miss aligned with purpose
- No follow through
- Listen to the voices in the room
- Better client outcomes

Breakout room #6

- Rushed work
- Wanting to please and then cutting corners
- Debriefing and modelling vulnerability
- taking time to stop and reflect on something that is 'not sitting right'