



FAQ Sheet

Psychological Safety



What is Psychological Safety?

Psychological safety can be defined as creating an environment where all members of the team/meeting can share their opinions and solutions without fear or concern that they will be embarrassed or punished. It also means that members will respect each other.

Key Elements for Psychological Safety:

- **Inclusion Safety**
 - Team members feel safe to belong. They know they are valued, treated fairly, and that their experiences and perspectives matter.
- **Learner Safety**
 - Team members feel free to ask questions, make mistakes, and learn without judgment, ridicule, or fear of rejection.
- **Contributor Safety**
 - Team members feel safe to share ideas and participate fully, regardless of role, status, or experience.
- **Challenger Safety**
 - Team members feel safe to respectfully question ideas, offer alternatives, and engage in healthy debate from a team-minded place.

Individual Responsibilities

Psychological Safety begins with each individual doing their own work and having their own plan to manage not only uncomfortable conversations but also individual triggers. Triggers can be defined as words/topics that cause uncomfortable sensations, feelings and flashbacks to past events where your emotional or physical safety was in jeopardy.

- Be aware of triggers
- Have an individual self-care plan
- Have emotional awareness of self and potential blind spots or bias

FAQ Sheet

Psychological Safety Continued



What Psychological Safety is Not

Psychological safety is not a way to end tough or uncomfortable conversations. It is not a space to make others feel uncomfortable for their experiences or lack of experiences and knowledge.

Am I uncomfortable or unsafe?

Here are a few questions you can ask yourself to identify if you are uncomfortable?

1. Does the information/topic go against what I believe to be true about a group of people or a topic?
2. Does the information/topic go against what I believe should be discussed publicly?
3. Is the information/topic challenging me to think about topics or information in a way I am not used to

SAFETY IS NOT THE SAME AS COMFORT

