

Building your Psych Safety muscle

Tried and tested methods to build Psychological Safety muscle across each of the Four Domains.

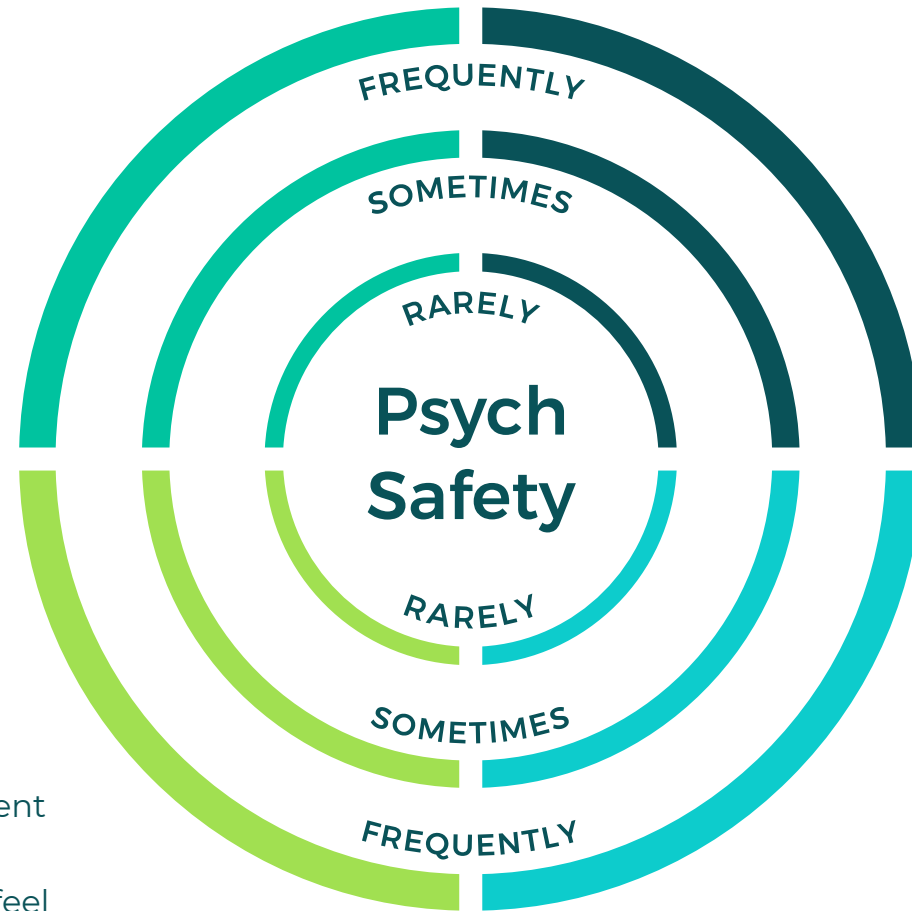
Identify a simple action you can take to build more Psych Safety to support Innovation.

Direct Communication

- Label agenda items and signal when debate is needed
- Appoint a challenger role in meetings
- Disagree with ideas, and not people

Opening Up

- Acknowledge your own fallibility and share a recent mistake that you made
- Communicate how you feel about the work with others
- Start system meetings with a check-in on how people are



Learning Agility

- Frame the work as a learning challenge
- Ask questions you don't know the answer to
- Review at the end of system meetings
- Appoint an Observer to create a learning loop

Valuing Others

- Appreciate effort, not just contribution
- Introduce a round of thank you's to system meetings
- Thank people who are willing to speak up
- Introduce the Secret Supporter exercise