

Creating a Psychologically Safe Environment

Take the self-assessment.

Teams feel psychologically safe with managers who model vulnerability, acknowledge mistakes, and encourage people to give feedback and challenge ideas.

Self Assessment

- My team members would describe me as approachable & supportive. 1 2 3 4 5
- I follow through on commitments and actions I have agreed to take. 1 2 3 4 5
- I actively invite input from all team members. 1 2 3 4 5
- Team members feel comfortable raising concerns or challenging ideas. 1 2 3 4 5
- I respond positively when people offer different opinions. 1 2 3 4 5
- I openly acknowledge my own mistakes and what I have learnt from them. 1 2 3 4 5
- I focus on problem-solving rather than blame when things go wrong. 1 2 3 4 5
- Team members can admit their mistakes without fear of embarrassment or judgement. 1 2 3 4 5
- Team members feel safe giving me feedback. 1 2 3 4 5
- I address inappropriate or disrespectful behaviour promptly. 1 2 3 4 5
- I regularly check-in on workload, wellbeing and team dynamics. 1 2 3 4 5
- I take action based on feedback received from my team. 1 2 3 4 5

Rating Scale

- | | | | | |
|-------------------|----------|----------|----------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |

Results

49 - 60

You consistently demonstrate behaviours that help create a psychologically safe environment.

37 - 48

Your team is likely experiencing many aspects of psychological safety. Identify your opportunities based on the lowest scores.

25 - 36

Psychological safety may be limited. Focus on building trust, inviting diverse perspectives and responding constructively to feedback.

12 - 24

Psychological safety may not be felt. Consider asking for feedback from your team and creating a development plan.

Calculate Your Score

Overall Score: / 60

