Kinder Workplace Culture Practices: Building Psychological Safety

Creating a workplace culture where people feel comfortable taking risks, asking questions, expressing ideas, and admitting mistakes is essential to a thriving work environment. This is an example of what is known as psychological safety. It plays a pivotal role in well-being and has been shown to foster trust, collaboration, and innovation while simultaneously reducing stress. Leaders play a critical role in cultivating psychological safety, but everyone should consider what practices they can incorporate to contribute to a kinder workplace culture.

What Does the Research Show Us?

- Why kindness and psychological safety may be the foundation of good teams
- Leadership Insights: Navigating The Science Of Failing Well, From Psychological Safety To "The Right Kind Of Wrong"
- Surgeon General Report on Workplace Mental Health & Well-Being
- When Rebuilding Psychological Safety, Kindness Counts
- Why Kindness at Work Pays Off
- What People Get Wrong About Psychological Safety
- What is Psychological Safety at Work? Here's How to Start Creating It

Ways to cultivate psychological safety:

- Foster a positive team climate by creating time to bond with colleagues
  - At Work Life, we have casual check-ins before team meetings and BYO lunch gatherings
- Bring a human-centered approach to your interactions:
  - Acknowledge what's going on in the outside world that might need a moment of reflection with a team or colleagues
  - Recognize colleagues as individuals with unique interests, experiences, and challenges outside of work
- Create systems for recognizing and appreciating your colleagues and their work (e.g. add it to the agenda for regular meetings)
- Provide kind, not nice, feedback to colleagues: be positive, but offer honest, timely, and constructive feedback to foster growth and improvement
- Create multiple systems for communication and information sharing to support transparency and collaboration