

Psychological Safety (from Edmondson, A. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44, 350-383.)

Psychological Safety represents the extent to which the team views the social climate as conducive to interpersonal risk; it is a measure of people's willingness to trust others not to attempt to gain personal advantage at their expense.

Questions to Assess Psychological Safety on a Team (1 - 5 scale, 1 "Strongly Disagree", 5 "Strongly Agree")
1. It is safe to take a risk on this team.
2. Members of this team are able to bring up problems and tough issues.
3. No one on this team would deliberately act in a way that undermines my efforts
4. If you make a mistake on this team, it is often held against you.
5. People on this team sometimes reject others for being different
6. It is difficult to ask other members of this team for help
7. Working with members of this team, my unique skills and talents are valued and utilized.