

PSYCHOLOGICAL SAFETY SUMMARY SHEET

Follow Alice on [Instagram](#) or [LinkedIn](#)



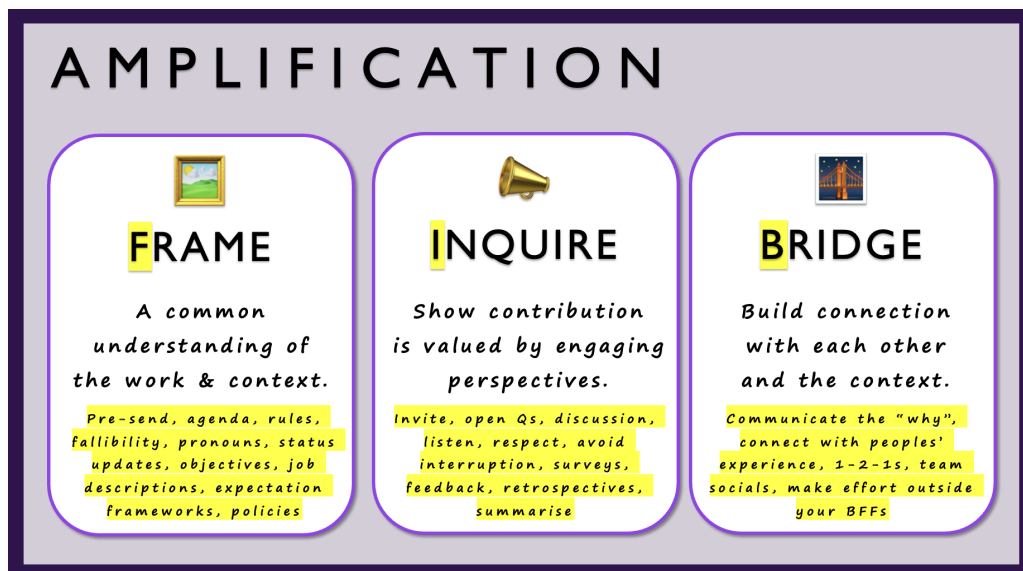
WHAT IS PSYCHOLOGICAL SAFETY?

- Psychological Safety is “a shared belief that one can be themselves and not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.”
- The term was coined 12 years ago when [Amy Edmonson](#) seeking to answer whether better hospitals reports fewer mistakes
- The results were surprising - the best hospitals reported more errors than fewer
- Edmonson correlated this to a climate of openness i.e., psychological safety

BUSINESS CASE FOR PSYCHOLOGICAL SAFETY

- [To excel, diverse teams need psychological safety](#) (HBR)
- [How diversity wins - why inclusion matters](#) (McKinsey)
- [Project Aristotle](#) (Google)
- [Why psychological safety at work matters for business](#) (Accenture)
- [Idea generation correlates with profit growth](#) (MIT Sloan)
- [Psychological safety and innovation](#) (Innovation Management)

THREE PILLARS FOR BUILDING PSYCHOLOGICAL SAFETY



PSYCHOLOGICAL SAFETY STATES

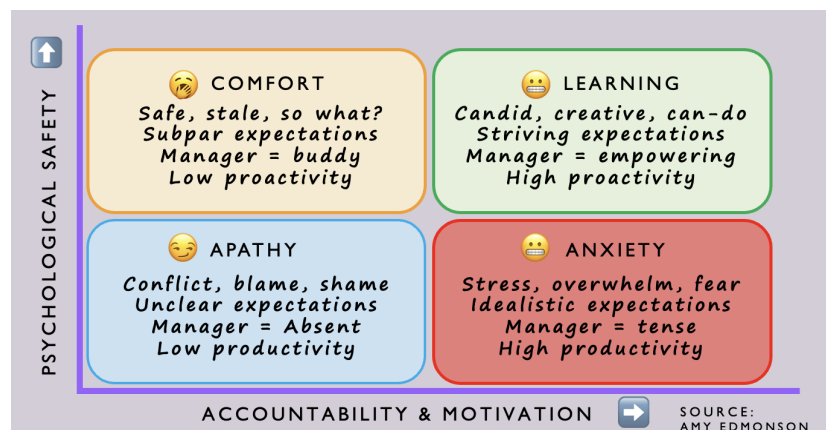
Accountability and motivation are intrinsic to Psychological Safety...it is because people are engaged and take responsibility that they stand up to be counted.

WHAT NEXT?

Consider what you learnt from the session and what you're going to do differently.

RESOURCES

[Squiggly Careers podcast with Amy Edmonson](#)
[Build Psych Safety in hybrid environments](#)



Keep in touch with Alice on [LinkedIn](#) and [Instagram](#)