

Workplace Psychological Safety

Program Outline





The Need for Workplace Psychological Safety

What does it take to foster a workplace where individuals feel valued, respected, and free to share their thoughts without fear? The answer is here: Workplace Psychological Safety.

In today's diverse and dynamic work environments, creating a psychologically safe workplace is critical for enhancing employee engagement, boosting productivity, fostering innovation, and reducing turnover. A psychologically safe environment not only allows employees to feel secure in voicing their ideas and opinions but also enables them to learn from mistakes and grow professionally. However, despite its importance, psychological safety remains a challenge due to its complex nature, especially in teams with diverse backgrounds, skills, and experiences.

Workplace Psychological Safety involves:

- **Encourage Open Communication:** Create an environment where team members feel safe to speak up without fear of criticism.
- **Respect Differences:** Embrace diversity and ensure all voices are heard and valued.
- **Foster Trust:** Build trust through consistency, approachability, and open dialogue.
- **Identify Barriers:** Address hidden challenges, such as unspoken rules or past conflicts, that hinder openness.

Managers are crucial in maintaining psychological safety by addressing conflicts, being attentive to cues, and promoting consistent communication.



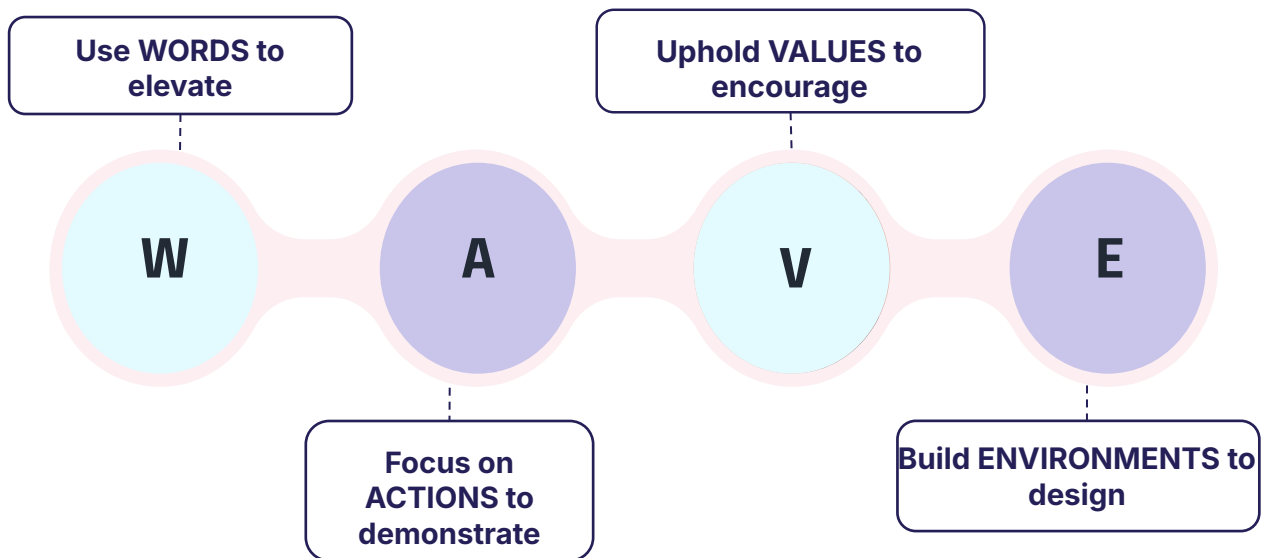
At **FocusU**, we describe Workplace Psychological Safety as the ability to create an environment where team members can openly share their thoughts and feelings without apprehensions, fostering trust, inclusivity, and open communication by addressing barriers, encouraging participation, and consistently nurturing a safe, supportive atmosphere.



Nurturing the Skill of Workplace Psychological Safety

Changing the workplace culture starts with creating an environment where every team member feels heard, valued, and safe to share ideas. Equip leaders with practical tools to identify and address subtle barriers, foster trust, and promote open communication, ensuring psychological safety is consistently upheld and empowering teams to collaborate and innovate with confidence.

This program helps identify low psychological safety, its causes, and apply the WAV framework to create a safer, more productive workplace, driving collaboration and growth.



Investing in fostering Workplace Psychological Safety will help emphasize the importance of trust and open communication in creating a supportive environment, leading to enhanced collaboration, increased innovation, and stronger team cohesion.

“ Psychological safety is not just about avoiding risks, it’s about creating a culture of trust. ”

- Amy Edmondson



So let’s become “purposeful” in it...



Program Objectives & Flow

The program is designed to help learners:

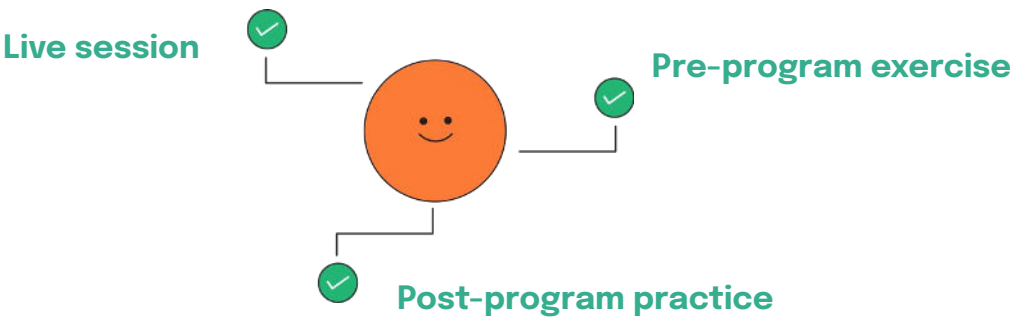
- Decoding psychological safety and its relevance in teams
- Analyzing signs and implications of psychologically safe vs unsafe environments
- Identify ways to enhance workplace psychological safety within teams

Program Flow

This program comprises a full-day session flow. The duration for the live session is only an estimate and is adjustable to a half-day or extendable up to 2 days based on training needs or scheduling requirements.

The program on **Workplace Psychological Safety** is organized as follows:

Pre-program exercise	To be completed individually by participants before the live session	20-30 mins approx
Live session	To be attended by all participants (refer to details in program agenda)	1 - day program
Post-program practice	To be completed individually by participants after the live session	20-30 mins approx





Modules

Introduction: Context Setting and Session Overview

Building on Existing Knowledge

- Psychological Safety Matters!

Understanding Psychological Safety

- Psychological Safety Matters!
- Lessons from Google's Project Aristotle
- The Story of Bhola
- Psychological Safety Check-In
- Decoding Psychological Safety in Teams

Scenario Spotlight

- Workplace Scenarios
- Analyzing Signs, Reasons & Implications

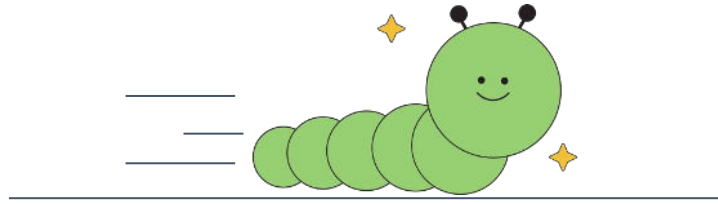
Framework: Surf the WAVE of Psychological Safety

- **W**ords
- **A**ction
- **V**alues
- **E**nvironment

Application and Retrieval Practice

- Team Tides: Navigating Psychological Safety with WAVE
- My Mission Statement

Wrap Up: Reflection and Summary



To know more about us, drop in at: www.focusu.com

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