

## What is psychological safety?

A shared belief that it's safe to discuss ideas, experiment, take risks, give feedback, and learn from mistakes. It's a work environment and a management style that allows people to engage and thrive. Psychological Safety is the number one driver of team engagement and performance.



**Learner Safety** means that you make others feel **safe to engage in all aspects of the discovery process**, to ask questions, to experiment and try new things, to ask for help, and even learn from mistakes.

**Collaborator Safety** is built on mutual access and social engagement. In other words, you **encourage others to collaborate with anyone anytime**.

**Challenger Safety** is when you and others feel **safe to speak up and challenge the status quo**. This type of safety is based on permission to challenge and the challenger has immunity from repercussion or reprisal.

**Inclusion Safety** is created and sustained through consistently **acknowledging the unique difference, experience, and value of others**. People are listened to, respected, treated fairly and invited to contribute to the team.

### In This Session, You Will Learn To

- Build psychological safety within yourself and the team
- Expand your ability to have impact with others in a psychologically safe way
- Discover the path to greater inclusion, influence, and innovation
- Understand how to create psychological safety in four areas:
  - Learner Safety
  - Collaborator Safety
  - Challenger Safety
  - Inclusion Safety
- Create a 90-day psychological safety development plan
- Assess your cohorts' level of psychological safety

### Course Takeaways

The *Leading with Psychological Safety* workshop is available in two delivery options: Virtual and In-Person. Here is what you will receive:

- A pre-training BlueEQ psychological safety assessment and report
- A 90-day personal development plan built on the i4P process
- A BlueEQ psychological safety course manual and strategy guide on tips and techniques for improvement
- A post-training BlueEQ Psychological Safety assessment and report to measure improvement
- A peer coach to reinforce long-term behavioral change and skill development

**Duration:** 4-hours

**Delivery Type:** Virtual and In-Person

**Audience:** Executive/Senior Level Leadership, Decision Makers, Influencers, Managers of Others, Individual Contributors

**What to Bring:** Digital Access or Printed BlueEQ Psychological Safety assessment

**“ Psychological safety is the ultimate competitive advantage to attract and maintain the best and brightest talent. ”**

*Michael D. Gillespie, Founder, BlueEQ*

