

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
- A BlueEQ psychological safety course manual and strategy guide on tips and techniques for 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

