



# TEAM

The Neuroscience of Psychological Safety



## Collaborate with confidence

**TEAM** is a science-backed solution that allows organisations to foster an environment in which people can speak up, challenge the status quo, and experiment without fear of repercussions.

### SET THE STAGE

To establish clarity

### INVITE PARTICIPATION

To increase engagement

### RESPOND THOUGHTFULLY

To advance thinking

### What is psychological safety?

A shared belief that people won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. In such an environment, employee retention, agility, and performance thrive.

Psychological safety isn't present by default — it requires deliberate action. NLI developed research-based habits to help drive behaviour change at scale.

**TEAM** gives every employee an easy-to-recall framework to feel safe to collaborate effectively, learn together, and find opportunities.



**NeuroLeadership**  
INSTITUTE

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## Solution Overview



**Research Summaries**  
For a deeper dive into the brain science



**Practice Tools**  
To support habit formation through practice



**Meeting Guides**  
For guided application to real workplace scenarios



**Activities**  
For long-term sustainment and learning

### High Impact Virtual Experience (HIVE):

Three 90-minute sessions using NLI's HIVE methodology, impacting hundreds to thousands of participants

### Distributed Learning Solution (DLS):

Bite-sized video content delivered across four weeks to thousands of managers at a time

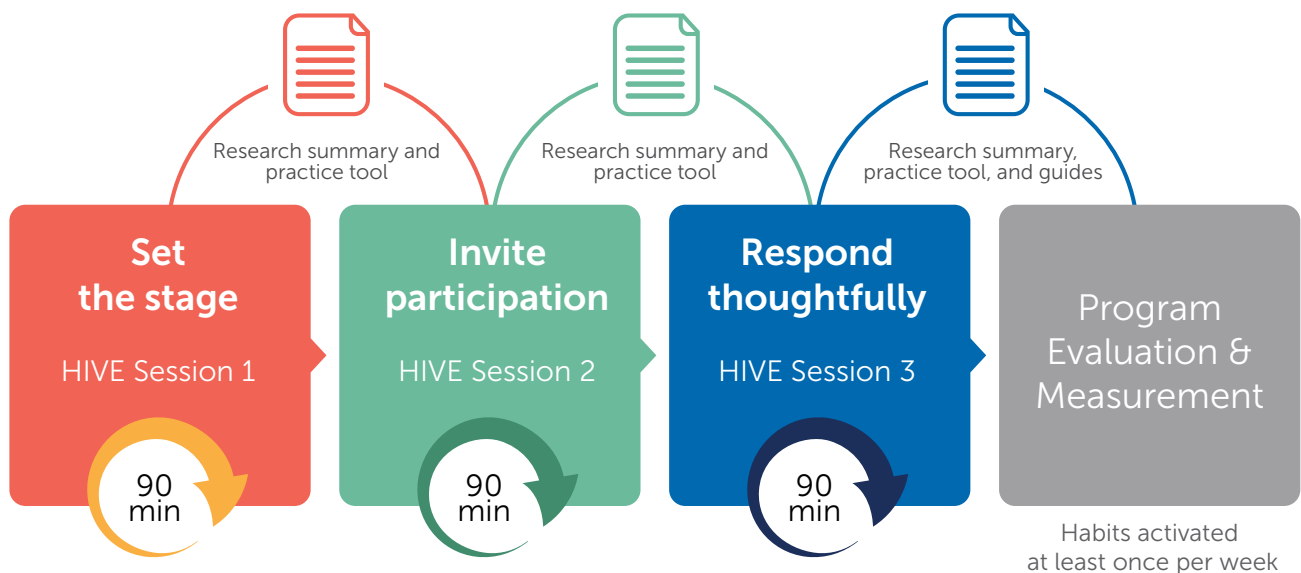
### In-Person Workshop:

Expert-led, generative learning experiences, offered as a full-day session with tailoring options to fit your organisation's needs

## HIVE

The TEAM High Impact Virtual Experience provides learning in a virtual, facilitated delivery for cohorts of 12-30 in 90-minute sessions per week, in the flow of work, for 3 weeks.

- **Scale** Roll out to 100s or 1,000s of people at once
- **Speed** Small bites of digital info via a 30-day campaign
- **Impact** Brain-based learning that "sticks"



## For more information



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