How to enable Psychological Safety

A llow vulnerability

B e empathic

C ommunicate effectively

D evelop a social identity

A llow vulnerability

By embracing vulnerability, leaders create an environment that nurtures trust and opens communication, which are integral components of learning and innovation.

- Share information about your personal work style and preferences, encourage teammates to do the same.

- Admit mistakes and create an environment where others feel comfortable sharing their own struggles and learning from each other's experiences.

- Encourage others to take risks and share their ideas, even if they are not fully developed or polished.

Vulnerability is not weakness, but rather "our most accurate measurement of courage."
– Brené Brown

B e empathic

Empathy involves being sensitive to others' emotions and perspectives. With empathy, you can create an environment where others feel seen, heard, and valued.

Active listening skills are key:

- Recap what's been said to confirm mutual understanding. Don't interrupt or allow interruptions.

- Acknowledge areas of agreement, disagreement, and be open to questions within the group.

- Be aware of your body language; face the person speaking and make eye contact.

"Empathy allows leaders to navigate difficult situations with greater ease."
– Daniel Goleman

C ommunicate effectively

It is important to establish clear communication channels and encourage honest communication among team members.

- Encourage the team to provide constructive feedback by asking questions.

- Avoid placing blame and focus on solutions. And explain the reasoning behind your decisions.

- Clearly communicate the team's goals, objectives, and expectations to ensure that everyone is on the same page and working towards a common vision.

"To effectively communicate, we must realize that we`re all different in the way we perceive the world."
– Tony Robbins

D evelop a social identity

Team members who feel excluded or undervalued are hesitant to speak up. Foster an environment where everyone feels respected.

The little things are crucial:

- Let the youngest person speaks first in a meeting.

- Plan team-building activities that allow team members to get to know each other.

- Recognize and celebrate the accomplishments of individual team members and the team as a whole. Express gratitude for contributions from the team.

"The strength of the team is each individual member. The strength of each member is the team."
– Phil Jackson