

# PSYCHOLOGICAL SAFETY

# SELF ASSESSMENT

READ THE PROMPTS BELOW AND THINK ABOUT THE FIRST ANSWER THAT COMES TO MIND.

ON YOUR TEAM...

IF YOU MAKE A MISTAKE, IS IT HELD AGAINST YOU?	YES / NO
ARE YOU ABLE TO BRING UP PROBLEMS AND TOUGH ISSUES?	YES / NO
DO PEOPLE SOMETIMES REJECT OTHERS FOR BEING DIFFERENT?	YES / NO
IS IT SAFE TO TAKE A RISK?	YES / NO
IS IT DIFFICULT TO ASK OTHER TEAM MEMBERS FOR HELP?	YES / NO
DO PEOPLE DELIBERATELY ACT TO UNDERMINE YOUR EFFORTS?	YES / NO
ARE YOUR UNIQUE SKILLS AND TALENTS VALUED AND UTILIZED?	YES / NO

COUNT THE TOTAL NUMBER OF

GREEN ANSWERS: /8



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0-4	<p>Generally referred to as a <b>toxic environment</b> it's important to understand and communicate that this is <b>not always "the leader's fault"</b> and can be caused by multiple complex factors. The team is <b>likely to hide mistakes and performance is likely to be consistently low.</b></p>
5-6	<p>Some team members may express that the environment isn't toxic but it also <b>isn't as productive as it could be and potentially frustrating.</b> Teams may have projects where things work well but it is likely to be inconsistent. These teams will often <b>struggle to find a rhythm that produces high quality work</b> and may struggle to repair psychological safety when it breaks down.</p>
6-7	<p>Teams in the quartile often <b>self-identify as "high performing"</b> and they may have several moments where that is true. It is likely that <b>they will still be experiencing inconsistent performance and are not engaged in team learning behaviours.</b></p>
7-8	<p>Referred to as <b>"the zone of available high performance"</b> teams here <b>have the conditions for team learning behaviours and consistent high performance.</b> Teams <b>may still experience breakdowns</b> in psychological safety and may or may not be skilled at repairing.</p>



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By now, you might be relieved or worried by the results of your self-assessment. Whether good or suboptimal, no result is irreversible.

If you want to know the level of Psychological safety within your team (100% anonymous), and to have a workshop facilitated by a certified practitioner to:

1. review and safely discuss what hinders your team's performance
2. define and commit to solutions

get in touch and we can get started straight away.

**This workshop will lay the foundation for a safe culture and pinpoint necessary structural changes to boost the collaboration in your company.**

