

# PSYCHOLOGICAL SAFETY

IS A CLIMATE WHERE PEOPLE FEEL SAFE ENOUGH TO TAKE INTERPERSONAL RISKS BY SPEAKING UP AND SHARING CONCERNS, QUESTIONS, OR IDEAS.

## 1. INCLUSION SAFETY



INCLUSION IN IT'S PUREST SENSE, NOTHING MORE THAN SPECIES-BASED ACCEPTANCE. IT IS CREATING A SPEAK-UP CULTURE; THE BACK-AND-FORTH EXCHANGES PEOPLE HAVE AT WORK; FROM VOLUNTEERING A CONCERN IN A MEETING, TO GIVING FEEDBACK TO A COLLEAGUE.

## 2. LEARNER SAFETY



LEARNER SAFETY EXISTS WHEN THE LEADER CREATES A LEARNING PROCESS WITH LOW SOCIAL FRICTION AND LOW EMOTIONAL EXPENSE. THIS PROCESS REQUIRES LEVELS OF RESPECT AND PERMISSION THAT GO BEYOND INCLUSION SAFETY. THIS IS BECAUSE THE LEARNING PROCESS ITSELF INTRODUCES MORE RISK, MORE VULNERABILITY, AND MORE POTENTIAL EXPOSURE TO SOCIAL AND EMOTIONAL HARM.

## 3. CONTRIBUTOR SAFETY



AUTONOMY IN EXCHANGE FOR PERFORMANCE WILL EMPOWER YOU TO DELIVER RESULTS. LEADERSHIP THAT CREATES AN ENVIRONMENT THAT VALUES EMPLOYEES, YIELDS BENEFITS IN ENGAGEMENT, PROBLEM-SOLVING, AND PERFORMANCE IS REQUIRED TO ACCOMPLISH THIS STEP.

## 4. CHALLENGER SAFETY



AN ATMOSPHERE EITHER DRAWS OUT OR SHUTS DOWN THE CREATIVE IMPULSE TO CHALLENGE. A COMPELLING COMPANY PURPOSE COMBINED WITH CARING LEADERSHIP WILL MOTIVATE PEOPLE TO GO THE EXTRA MILE TO ACCOMPLISH WHAT'S NECESSARY TO ENSURE SAFE WORK PRACTICES AND EMPLOYEE DIGNITY.

FROM AN EPIDEMIC OF SILENCE TO UNLEASHED TALENT