

BUZZ SESSION PSYCHOLOGICAL SAFETY

This buzz session helps people develop an understanding of psychological safety in teams. It can also be used to openly and honestly discuss behaviours that might be unconscious that are causing a team or individuals to feel anxious and unable to speak up or try new things.

Time: 15 minutes
Resource: Visuals on psychological safety, paper and pens or virtual white board



1. Introduce the activity:

This activity is to help us all talk more about how we can all create a psychologically safe environment.

Honesty and openness is key and let people know whatever is shared in the session is confidential.

2. Before sharing the psychological safety visual, ask people what do they think psychological safety is and what impacts it.

Encourage discussion

3. Share the visual called Increasing psychological safety and go through each step.

Bring each step to life by encouraging stories where people have experienced these things done well and the positive impact they've had.

4. After some discussion share the next visual - Psychologically safe behaviours - if in a classroom draw this visual in groups.

As one big group or in smaller groups ask people to write behaviours that are in (ones that increase psychological safety that they would like to see more of) and ones that are out, that are unhelpful.

5. After they have completed their circle, ask groups and individuals to feedback.

Create actions from the 'in' part of the circle that can be put into place. Discuss what everyone can do to continue creating psychologically safe spaces whether this is virtually or face to face.

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Running the session:

This exercise will help people and teams understand what more they can do to build psychological safety. Use the visuals below to share the four areas that are important for psychological safety and encourage discussion. Lead with examples and stories about environments, conditions and behaviours that promote psychological safety that you have experienced. Focus on how people acted and what made it possible?

Also include stories where people have experienced the opposite. Ensure everyone understands that honesty is best and everyone's opinion is welcome. Support people to talk about their own concerns of rejection or embarrassment and how this impacts on psychological safety. This can also be called interpersonal risk. <https://sardertv.com/what-is-interpersonal-risk/>

Psychological safety – more information and positioning:

Chances are you've had the experience at work of not asking a question you really wanted to. Maybe you had an idea to suggest but stayed quiet instead. No matter where you are in your organisation's hierarchy, research shows that such moments of silence are painfully common. Studies report that people frequently hold back – even when they believe what they have to say could be important for the organisation, the customer, or themselves. By creating cultures that are psychologically safe, people are more likely to speak up.

Psychological safety is defined as, “being able to show and employ one's self without fear of negative consequences of self-image, status or career”. In other words, psychological safety means team members feel accepted and respected within their current roles.

For more watch <https://www.youtube.com/watch?v=KUo1QwVcV0>



INCREASING PSYCHOLOGICAL SAFETY

A LEARNING CULTURE

- Encourage curiosity
- Learning from mistakes
- Growth mindset

CLARITY

- Clear understanding of role
- Strong and clear brief/Communications
- Context



COLLABORATIVE TEAMS

- Information sharing
- Make time for chats
- Make time for fun

SUPPORT

- Safe to speak up and ask questions
- Be available to listen
- Reward and recognition of effort and outcomes

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OUT

IN

OUT