CREATING PSYCHOLOGICAL SAFETY

FACTSHEET

Institution of
MECHANICAL
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Improving the world through engineering

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What is Psychological Safety?

Simply put, psychological safety means people feel accepted and respected within their workplace, can talk freely and challenge mistakes and each other in a comfortable and supportive environment.

What psychological safety is not:
- It's not about 'being nice'
- It's not about trying to make everyone like us or LIKE us
- Or even about being happy all the time

Ultimately it is:
- It's about creating room for us and each other to be ourselves
- To make mistakes without feeling there will be repercussions
- Allowing each other to be heard

Psychological Danger

Psychological danger happens when there is an absence of psychological safety, below are examples of how people can feel and behave depending on the level of psychological safety in their organisation:
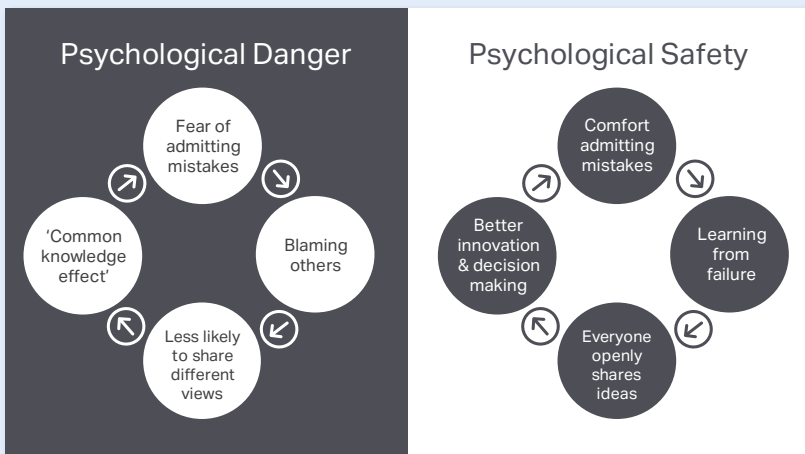
Top 3 Tips

Here are our top 3 tips to help create a truly psychologically safe environment for your team…

Create a safe space where mistakes are learnt from

- Encourage team members to own up to mistakes without fear, and create an environment that uses education instead of punishment
- Own up to your own mistakes publicly too and use them as learning opportunities to lead by example

Appreciate the human beings in your team

- Showing interest in team members by asking how they are doing and check in with people regularly
- If someone is burdened by something it should be understood so that changes can be made to help them

Communicate with your team

- Be precise when giving tasks, information, and expectations
- Make sure that communication is clear to avoid unnecessary stress
- Having clear communication between leaders and the rest of the team creates a positive and psychologically safe environment where everyone can thrive