D&I MOMENT:
FOUR STAGES OF PSYCHOLOGICAL SAFETY.

Institution of MECHANICAL ENGINEERS

28 July 2021
Trustee Board

Improving the world through engineering

FOUR STAGES OF PSYCHOLOGICAL SAFETY.

- The concept of inclusion can be enhanced when it is placed in a framework relative to other forms of safety in teams.

- The following chart and material is taken from the work of Timothy R. Clark and his book, *The 4 Stages of Psychological Safety* (2020).

- We can use these stages to consider our own progress as an Institution within our interactions as a group.

FOUR STAGES OF PSYCHOLOGICAL SAFETY.

- As we increase respect and permission to each other, we progress through the 4 stages of safety.

- The entry level requirements are simply to be human.

- A comparison of safe/fear environments is shown to the right hand side.

| Safe Environment	Fear Environment
Safe to be **included** as youself and accepted as who you are.	**Changing** how one shows up in fear of not being socially accepted.
Safe to **learn** and grow through feedback, ideas, making mistakes and asking questions.	Fear of learning through doing due to **repercussions** from mistakes & not adequate.
Safe to share abilities and ideas to **contribute** meaningfully to group.	Contributions **don't feel seen, valued or heard** in group in meaningful way.
Safe to **challenge** ideas, status quo and opinions where there's room for improvement.	**Not speaking up**, challenging ideas or questioning norms out of fear of personal repercussion.

FOUR STAGES OF PSYCHOLOGICAL SAFETY: FULL VIEW

- IF we give respect, but withhold permission, we enter the Paternalism area; where autonomy has been taken away from someone.

- Autonomy has been found to be a major source of our motivation, according to Dan Pink (2009).

- IF we give permission but no respect; we may find we are exploiting someone.

- We can also relate this framework to our 4 x New Values >>>
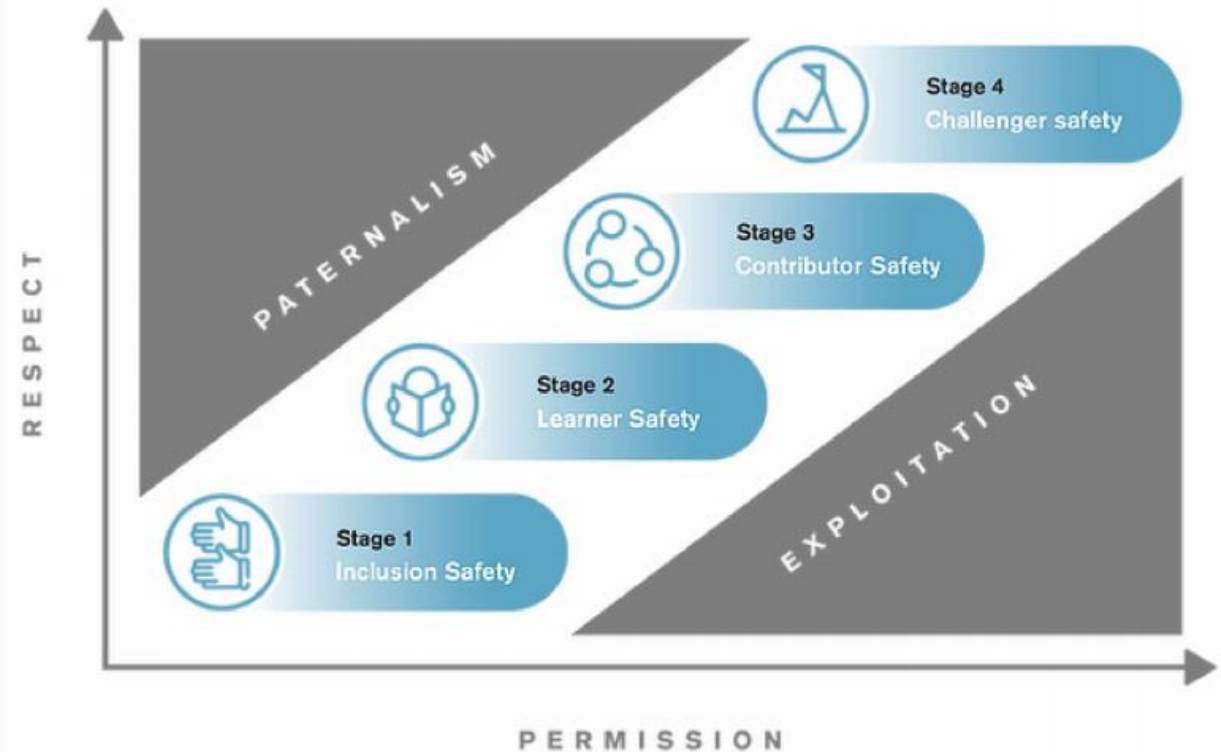
IMECHE'S FOUR VALUES

- We can map our 4 New Values across onto this framework:

- **Inclusion:** this is Stage 1

- **Integrity:** working between the lines

- **Impact:** how 'you' show up in each stage

- **Innovation:** starts between stages 3 - 4
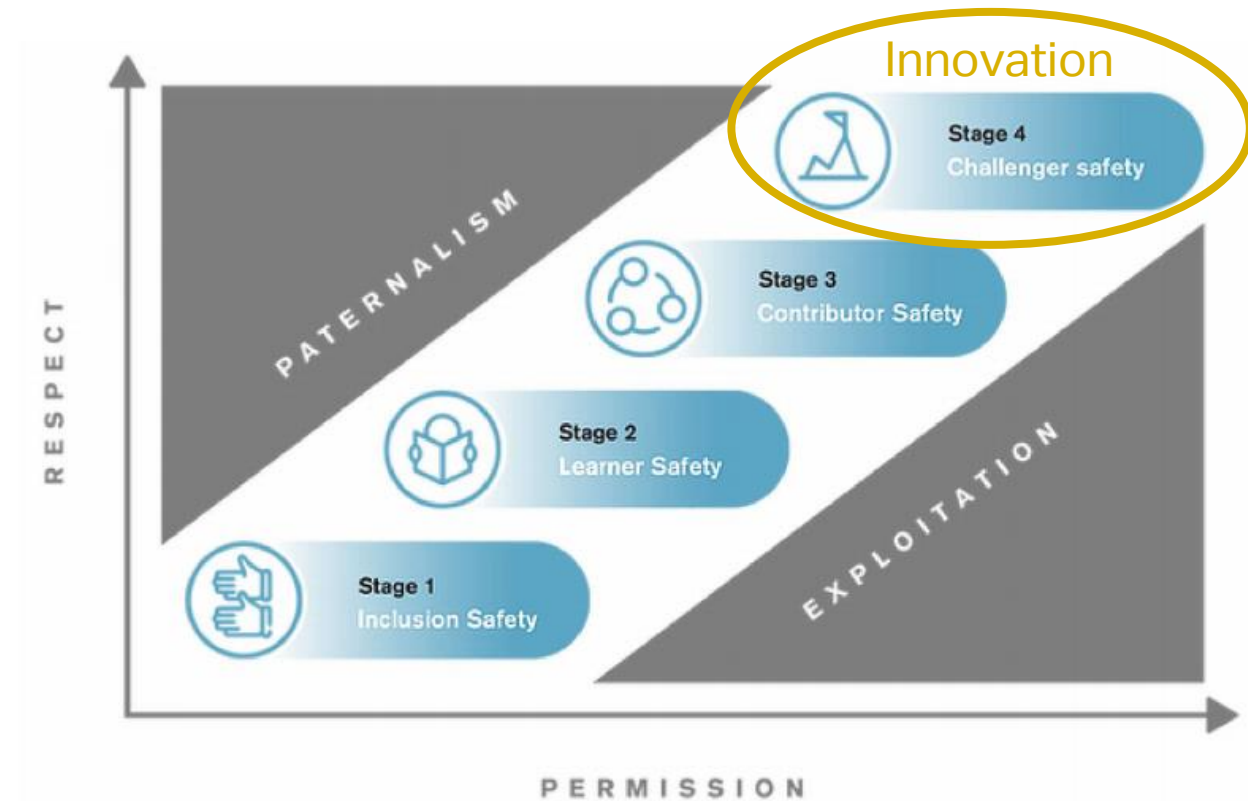
REFERENCES.

01 Clark, T. R., 2020. The 4 Stages of Psychological Safety. Berrett-Koehler Publishers.

02 Diagrams: Leader Factor, 2021. Stage 1: Inclusion Safety. [Online] Available at: https://www.leaderfactor.com/post/stage-1-inclusion-safety [Accessed: 29 July 2021].

03 TED Global 2009. Dan Pink: The Puzzle Of Motivation. [Online] Available at: https://www.ted.com/talks/dan_pink_the_puzzle_of_motivation?utm_campaign=tedspread&utm_medium=referral&utm_source=tedcomshare [Accessed: 29 July 2021].

04 'Safe/Fear' Diagram borrowed from Alexis Zahner via Linkedin, in turn based on Clark (2020).

THANK
YOU.

Institution of MECHANICAL ENGINEERS

diversity@IMECHE.org
imeche.org

/imeche
/imeche
/imecheuk
/imecheteam
/institution-of-mechanical-engineers