



Psychological Safety: The Foundation for Collaboration and Innovation

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Structure

- 🌀 Presence Practise: *(Belly Breath)*
- 🌀 Psychological Safety 101
- 🌀 Presence Practise: *(Just like me)*



Samantha Shakira Clarke®

Founder, SSC Corporate Wellness

Voyage of Growth . Path of Compassion



Presence Practise

Belly Breath



“Your greatest fear as a CEO is that people aren’t telling you the truth.”

- Mark Costa



Psychological Safety is

- a shared belief held by members of a team that the team is safe for interpersonal risk-taking
- a felt permission for candor

-Amy Edmonson



Psychological Safety is not

- always being nice
- feeling comfortable all the time
- a conflict free work environment
- absence of challenge
- a one time achievement



BELONGING

YES
NO



**SELF-
ACTUALIZA-
TION**

morality, creativity,
spontaneity, acceptance,
experience purpose, meaning
and inner potential

SELF-ESTEEM

confidence, achievement, respect of others,
the need to be a unique individual

LOVE AND BELONGING

friendship, family, intimacy, sense of connection

SAFETY AND SECURITY

health, employment, property, family and social ability

PHYSIOLOGICAL NEEDS

breathing, food, water, shelter, clothing, sleep



“Leaders must either invest a reasonable amount of time in feelings and fears, or squander an unreasonable amount of time dealing with ineffective and unproductive behavior.”

-Brene Brown



THE FOUR 'C's

COURAGE

COMPASSION

CANDOR

CURIOSITY



Courage

Encourages employees to speak up, share their thoughts, and take initiative without fear of reprisal. It fosters a culture where individuals feel empowered to voice their opinions, even if they differ from the majority.

Compassion

Promotes understanding and empathy within the workplace. A compassionate culture acknowledges that everyone has different perspectives and experiences, creating an atmosphere where individuals feel supported and valued.

Candor

Values openness and honesty. When candor is a core value, it encourages transparent communication and helps eliminate fear of judgment. People can express themselves authentically, knowing that their input is valued.

Curiosity

Nurtures a mindset of continuous learning and inquiry. A culture that values curiosity encourages employees to ask questions, seek understanding, and explore new ideas without the fear of being dismissed.



“Leaders must care for, and be connected to the people they lead...”

-Brene Brown



...If we do not have a sense of caring
towards someone we lead and/or we don't
feel connected to that person, we have two
options...

-Brene Brown



Develop the care and connection
or
Find a leader who's a better fit.”



- Brene Brown



DEFINITION





Psychological safety

- (1) included
- (2) safe to learn
- (3) safe to contribute, and
- (4) safe to challenge the status quo

-all without fear of being embarrassed, marginalized, or punished in some way.

- Dr. Timothy R. Clark, 2020



Reflection

Do you offer your team true psychological safety?

- (1) included
- (2) safe to learn
- (3) safe to contribute
- (4) safe to challenge the status quo



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Psychological safety

LOW

- High absenteeism
- Low employee moral
- Gossiping
- Low productivity
- Greater turnover
- Minimal collaboration
- Blame and avoidance
- Lack of speaking up
- High stress levels

HIGH

- Low absenteeism
- High employee moral
- Camaraderie and candor
- Greater productivity
- Employee retention
- Open communication
- Accountability
- Constructive problem-solving
- Low stress levels



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WHY SILENCE WINS IN THE SPEAK-SILENCE CALCULATION

	Who Benefits	When Benefits Occurs	Certainty of Benefits
Silence	Individual	Immediately	Guaranteed
Speak	The organization and/ or its customers	Delayed	Low


***‘The courage it takes to speak up must receive
the mini reward of thanks’***

- Amy C. Edmonson



Share

Which 'stage' do you have the most room for improvement?

- 
- (1) included
 - (2) safe to learn**
 - (3) safe to contribute
 - (4) safe to challenge the status quo



Reflect

Rupture

Repair

(1) included

(2) safe to learn

(3) safe to contribute

(4) safe to challenge the status quo



THE FOUR 'C's

COURAGE

COMPASSION

CANDOR

CURIOSITY





THE FOUR 'C's

ACTIONABLE

COURAGE

COMPASSION

CANDOR

CURIOSITY





Around 70% of employees reported that they would consider leaving their current job due to a lack of recognition.

(Employee Job Satisfaction and Engagement Report; SHRM, 2020)



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SAFE

SEEN

SOOTHED

SECURE



Psychological safety refers to an individual's **perception** of the consequences of taking an interpersonal risk or expressing themselves in a specific environment.



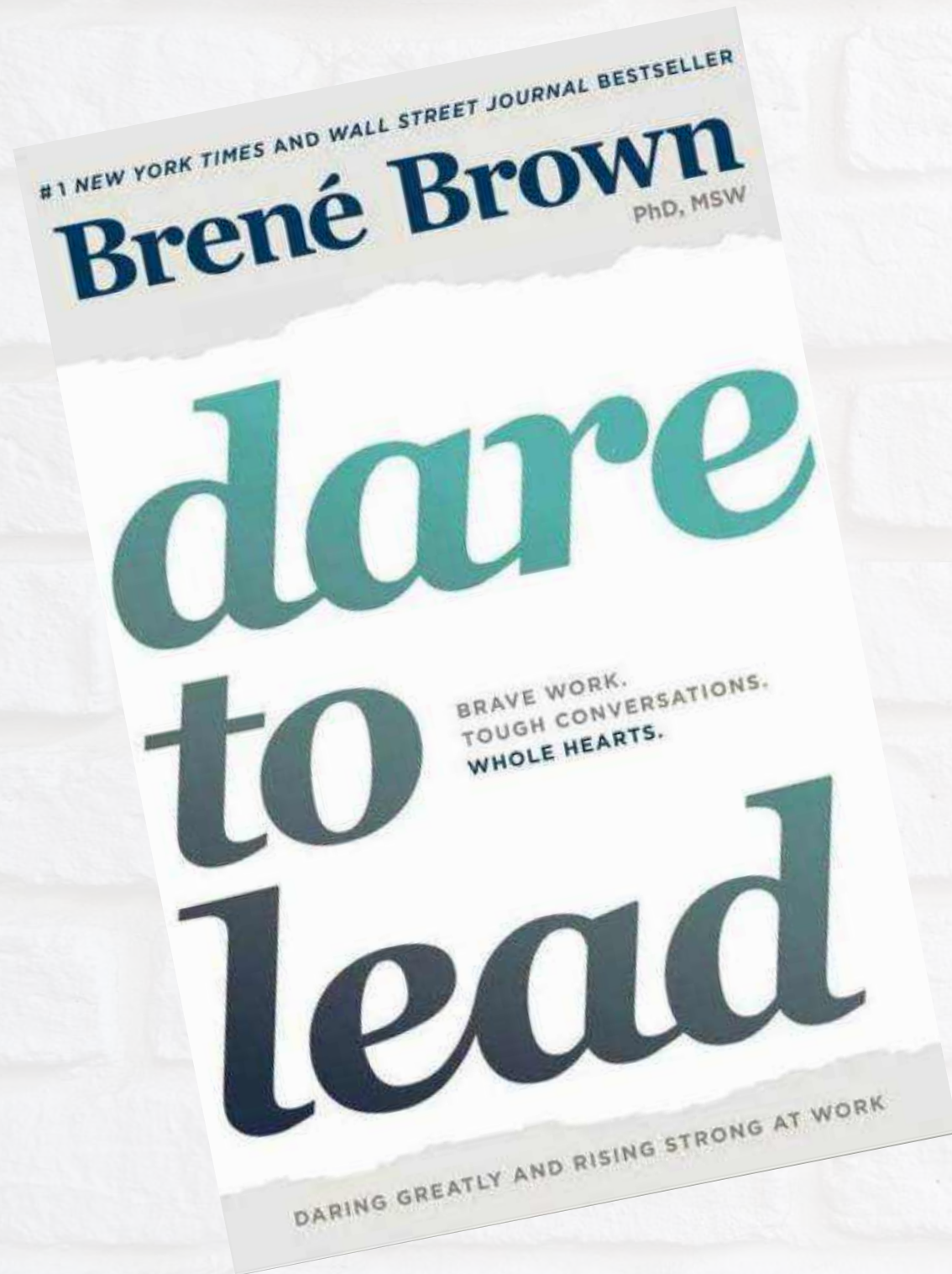
Presence Practise

Just Like Me





Resources

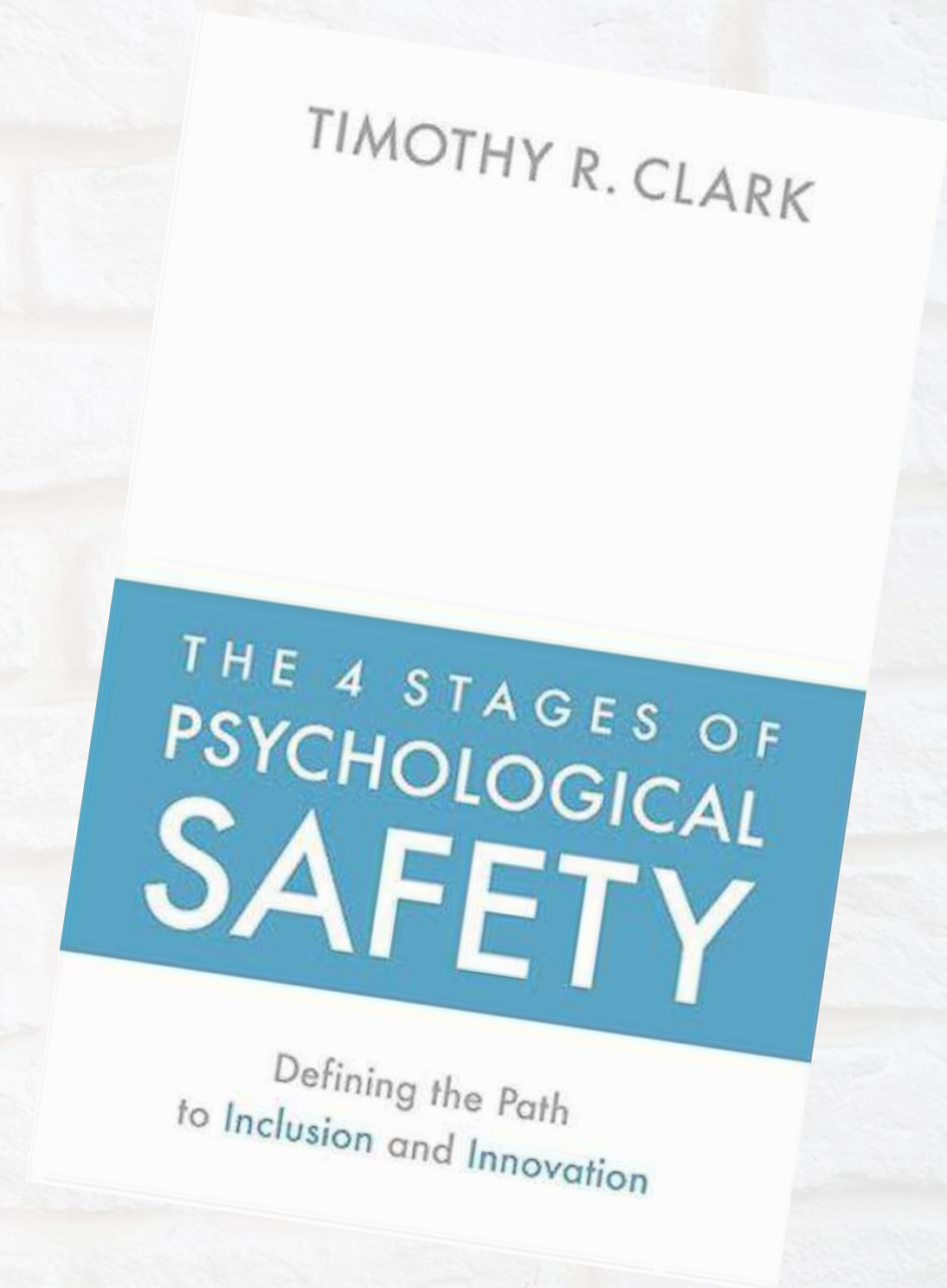


the fearless organization

Creating **Psychological Safety** in the Workplace for Learning, Innovation, and Growth

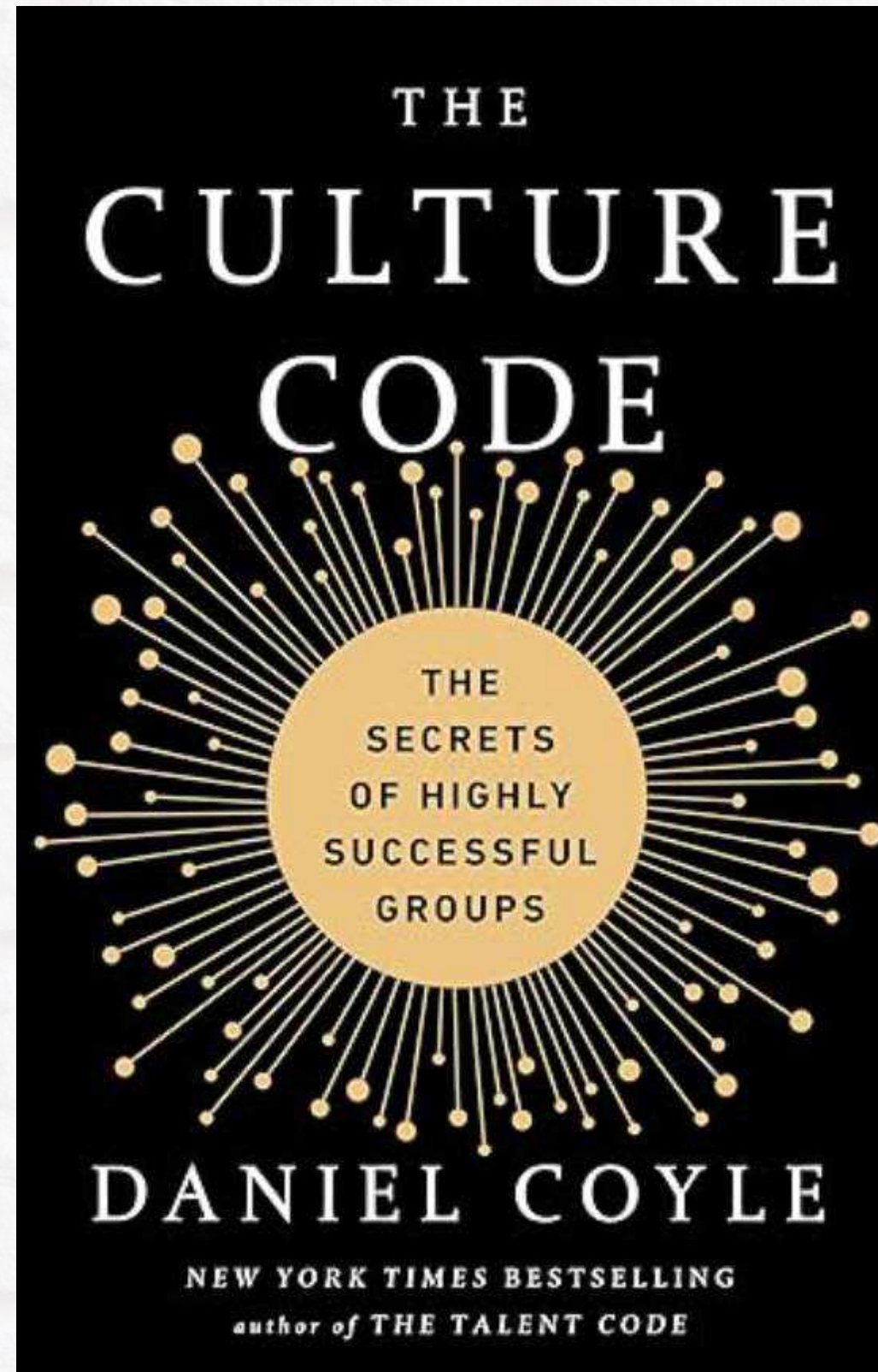
Amy C. Edmondson
HARVARD BUSINESS SCHOOL

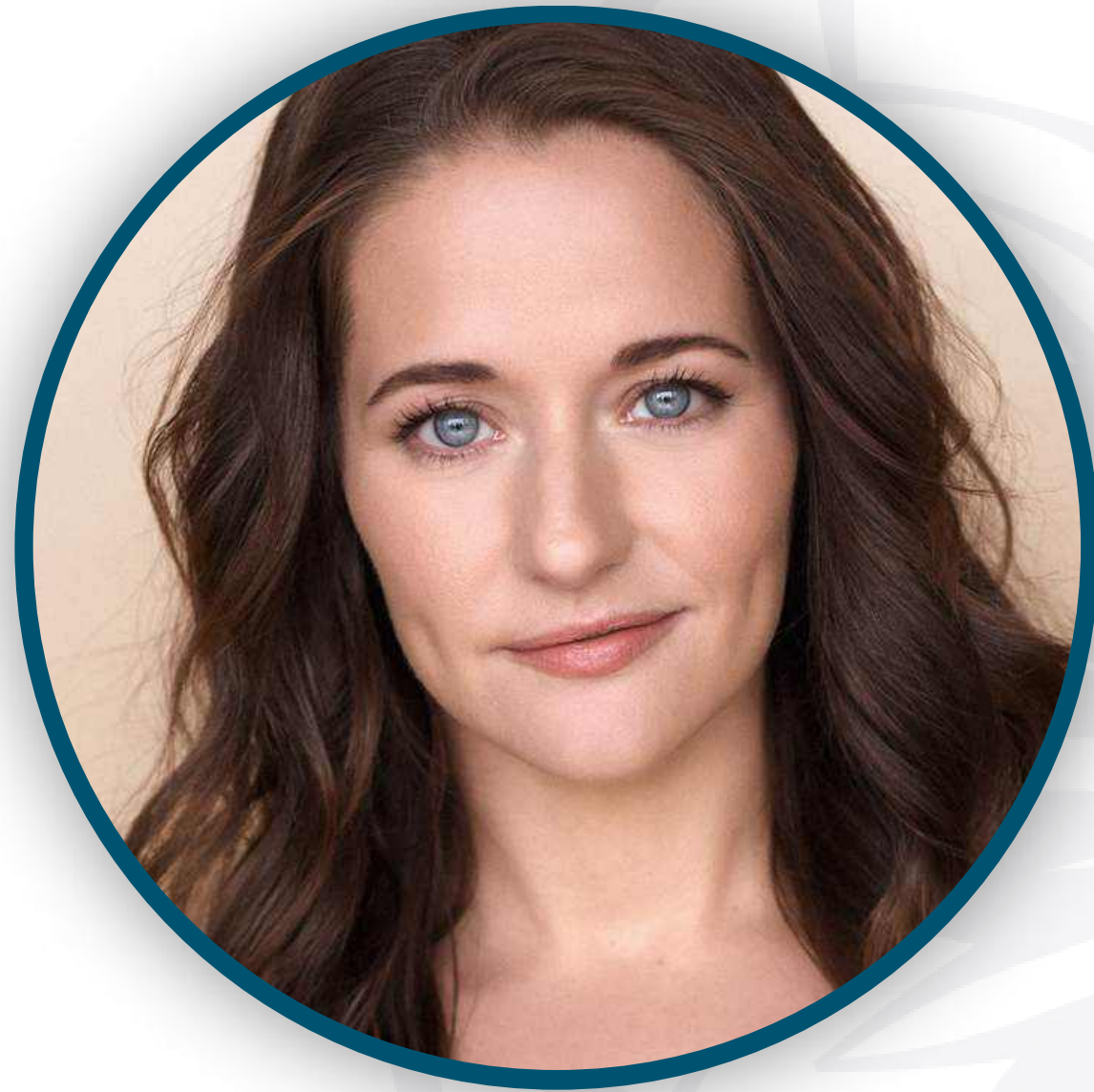
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Recommended Reading





Thank You

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