



Cheat Sheet: Fostering Psychological Safety at Work

Build Trust • Encourage Openness • Boost Team Performance



1. Define Psychological Safety

- Team members feel safe to speak up without fear of judgment
- Encourages risk-taking, innovation, and honest communication



2. Encourage Open Communication

- Ask for input and ideas regularly
- Actively listen and validate contributions
- Show appreciation for honesty, even when it's critical



3. Normalize Mistakes

- Treat errors as learning opportunities
- Avoid blame and encourage problem-solving discussions
- Share your own mistakes to model vulnerability



4. Foster Inclusion and Respect

- Make sure all voices are heard
- Avoid favouritism or dismissing opinions
- Promote a culture of collaboration and mutual respect



5. Provide Support and Feedback

- Give constructive feedback in a safe, supportive manner
- Encourage peer feedback and coaching
- Celebrate progress and team achievements

 **Pro Tip:** Teams with high psychological safety are **more innovative, engaged, and resilient**. Making small changes in how you communicate can have a big impact.