

Put It into Words

Psychological safety

Read the four statements below. Each person chooses one statement and describes a specific situation in which it worked well.

Then discuss what can make it difficult in your team, for example if someone is a new member of the team.

If a manager is in your group, the manager chooses last.

It is easy to ask other members of our team for help.	We do not blame one another when mistakes are made in our team.
We are good at talking about problems and difficult issues.	We value and make use of one another's particular skills and abilities.

Once everyone has shared a specific situation, each person points to the statement where an improvement would make the greatest difference to a specific task in your team. Share your reflections with one another.

To finish, agree on one thing that you as a group will try to do differently next week.