



AIRBUS

10+ Tips to Foster Psychological Safety at Airbus Helicopters

About Genos

We help professionals improve emotional intelligence to enhance their impact, influence, and resilience.

Our programmes use highly practical and scientifically proven methods, executed by facilitators who are both skilled teachers and experienced professionals.

People who have been through our programmes feel better at work, facilitate productive environments and make others feel more valued, cared for and respected. Our vision is to enhance personal and interpersonal skills at work and in doing so, help organisations optimise their performance.

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Introduction

Many thanks to everyone who attended and engaged so actively during our two-day ASPIRE 2025 programme! It was inspiring to witness the energy and commitment towards building safer, more inclusive environments at Unleash.

Psychological safety isn't just an abstract concept—it's something we can create every day through small, meaningful actions. This guide offers 10 simple and powerful tips to help you start fostering a more psychologically safe environment within your team. By implementing even one or two of these strategies, you'll begin to see a ripple effect: stronger trust, greater engagement, and a more open, collaborative atmosphere.

Remember, psychological safety is built through small, everyday actions. When we all contribute, we can make a big impact, creating a workplace where everyone feels empowered to show up as their best selves, every day.



Tips for Cultivating Psychological Safety

1

Educate your team on Psychological Safety and its key role in your team's success



2

Share an **explicit** intent with the team to eliminate fear and create psychological safety for all



3

Involve **everyone** in discussions & decisions- draw out input & opinions from non-contributors



Tips for Cultivating Psychological Safety

4

Continually ask team members for help in front of the team at large – **recognise their expertise**



**Celebrate wins.
Learn from losses:**

"...what will we do differently next time?"

5

6

Ask yourself continually:
“...Is it easy to raise concerns about my ideas, decisions and plans?”
Model that openness



Tips for Cultivating Psychological Safety

7

When **you** screw up, do it in front of the team.
Be vulnerable.



8

When **they** screw up, ask
*'what did we learn from that
for next time?'*

9

*Police for the very human
rush to judgement*
**- close it down in yourself
and others**



10

Be a '**Don't Know-er**':
"...I really have no idea-
does anyone else know
anything about this?"

MORE TIPS for Cultivating Psychological Safety



Show respect and make others feel heard by **actively listening** during conversations—maintain eye contact, nod, and paraphrase their points.

Acknowledge Ideas Publicly

Recognise contributions during team meetings or discussions. **Acknowledging others' ideas** promotes a culture of appreciation and mutual support.



Be Honest About **Your Limits**. Admitting uncertainty or a lack of knowledge **encourages a growth mindset** and creates space for others to do the same.

Back up colleagues when they share new ideas or admit mistakes. This fosters a culture of interpersonal risk-taking and collaboration.

Regularly provide **constructive praise** to colleagues for their good work. Highlighting positive behaviours builds a supportive and respectful environment.



MORE TIPS for Cultivating Psychological Safety

Model Vulnerability. Share your own mistakes and learning moments openly. By doing so, you encourage others to take risks without the fear of judgement.

Show that you value input by **asking your team for feedback on your management style or decisions.** This builds trust and demonstrates openness to improvement.



When differences arise, treat them as **opportunities for productive problem-solving rather than threats.** This maintains intellectual stimulation in a safe, respectful manner.



Recognise the effort behind your team's actions, not just their successful outcomes. This encourages experimentation and values the learning process.

Actively invite contributions from all team members, especially those who are quieter. Ensuring everyone's voice is heard fosters diversity of thought and inclusion.



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