



# LET'S TALK TALENT

## Top 10 Tips for Cultivating Psychological Safety

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

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

People who have been through our programs 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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## Tips for Cultivating Psychological Safety

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



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

**2**

**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:

5

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

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.**



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

8

## Tips for Cultivating Psychological Safety



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

9

10

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





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