

9 Ways for Leaders to Create

Psychological

Safety at Work





Be Genuine

As a leader you have to believe that Psychological Safety is the right thing to do for your people and your business. You have to come from a place of authenticity and passion for it so that when things get challenging you continue forward



Build Trust

Building trust is fundamental to create Psychological Safety, because Psychological Safety is essentially a component of positive human relationships. Focus on building trust by keeping your word, and acting with integrity and fairness



Be Open

You have to listen with an open mind. You have to solicit feedback about your own leadership style and reassure people that they are safe in doing so. You have to act with maturity when getting feedback from your team. Appreciate the feedback.

Be open to it



Provide Support

Supportive leaders has a positive correlation with Psychological Safety. As a supportive leader you provide the resources that are required for your team and individuals to accomplish their goals. Basically: you are setting them up for success



Challenge People

Challenging teams also has a positive correlation with Psychological Safety. Challenging means that as a leader you increase the complexity of their projects for them to learn new skills, grow and remain engaged, and you do so with kindness (and support!)



Show Appreciation

Show value, appreciation and respect for everyone in the team and their ideas. This isn't about agreeing with them or not, but about appreciating people's efforts and creating a positive environment that invites people to bring up their ideas and thoughts



Be a Coach

You create Psychological Safety as a leader by becoming a champion of people's growth and higher performance. Coaching teams and individuals is key in your relationship with them as a role model but also as someone who wants to see people grow



Be Precise

Psychological Safety requires you to focus on people's performance and be precise with related information: goals, expectations, commitments and feedback. You want to be accurate with your team about their performance



Encourage

Psychological Safety is a lot about encouragement. Encouraging people to speak up and out, to stand up, to take risks, to experiment, to step in. As a leader you have to encourage people to do this by actively reminding them that it is safe to do so in the team