

WHY PSYCHOLOGICAL SAFETY IS ESSENTIAL TO EFFECTIVE COLLABORATION

BY SARA LEYSEN & DIETER DEHAES

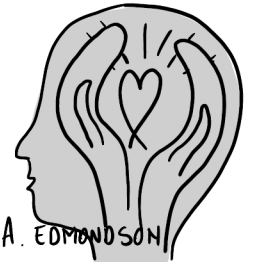
27 MAY 2020

WHAT IS PSYCHOLOGICAL SAFETY?

NOT ALWAYS BEHIND A PERSONALITY TRAIT
 ↓ PERFORMANCE STANDARD

WEL SAFE WORKSPACE
 INTERPERSONAL RISK

SECURE & CAPABLE CHANGE BEHAVIOUR
 CHANGING ENVIRONMENTS



4 STAGES OF SAFETY

INCLUSION



THE SAFETY WHEN PEOPLE RECEIVE INTEGRAL ACCESS TO THE ORGANIZATION

'REALLY BEING PART OF...'

SAFETY TO EXPERIMENT, LEARN AND MAKE MISTAKES

SUPPORT

LEARNER

BRIDGEWATER

INVITE CRITICAL OPINIONS

CONTRIBUTOR

BASED ON COMPETENCE ROLES IT'S OK TO CONTRIBUTE



DARE TO QUESTION STATUS QUO, EXISTING CULTURE, ...

CREATIVITY

CHALLENGER

AT PIXAR

IMPORTANCE OF LEARNER SAFETY

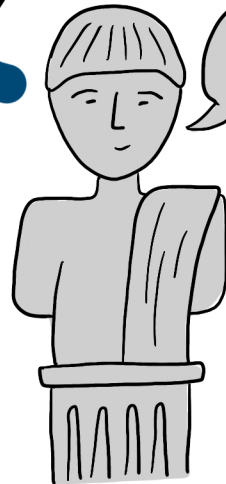
BRAINTRUST GROUPS

HONNEST FEEDBACK IS KEY

PROJECT ARISTOTLE

WHAT MAKES A PERFECT TEAM?

Google



- 1 PSYCHOLOGICAL SAFETY
- 2 DEPENDABILITY
- 3 STRUCTURE & CLARITY
- 4 MEANING
- 5 IMPACT

WE HAVE A DREAM

DE WERELD VAN HET WERK GEZONDER MAKEN

WE HAVE A TEAM

GEMEENSCHAPPELIJKE DOELEN HEBBEN
 ELKAAR HIERVOOR NOOIG HEBBEN



- 1 CHECK-IN
- 2 PRINCIPLE OF CONSENT
- 3 ROLE MODEL - ASKS QUESTIONS - SHOW MISTAKES
- 4 FEEDBACK MOMENTS
- 5 BRAINSTORM - COCREATION
- 6 CLEAR ROLE DESCRIPTION
- 7 EVALUATION CRITERIA
- 8 INVITE OBJECTION



4 TIPS



POLL

AT WORK