

Enabling extraordinary team performance: Embedding Psychological Safety

Psychological Safety is the primary predictor of high performing teams and an essential ingredient for innovation. When it exists people feel safe to speak up, challenge the status quo, experiment with new ways of working, and openly talk about and learn from mistakes.

Embedding psychological safety is the joint responsibility of Leaders and their team. It emerges and is sustained when Leaders and all team members:

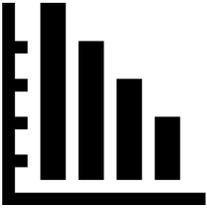
- Feel safe to voice their unique and at times divergent views
- Are willing to genuinely consider and explore the diverse views without judgement
- Have an appetite to take appropriate risks with new ways of thinking / working
- Treat mistakes and failures as learning opportunities rather than blaming and shaming people

Psychological safety needs to be reinforced by the symbols, stories and processes of the organisation.

Symmetra's program on Psychological safety will:

- Deepen people's understanding of psychological safety
- Build awareness about strengths and gaps in psychological safety (in teams and systemically)
- Learn practical techniques to repair, create or elevate psychological safety and support others to do the same

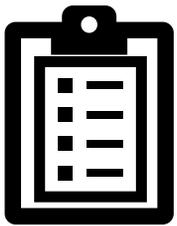
Program Components



Psychological Safety Pulse Check

The Psychological Safety Pulse Check Survey is a powerful way for assessing the current level of psychological safety in a team as a whole. The Pulse check is distributed before the workshop (to participants and their teams). The results are shared during the workshop - highlighting strengths and development areas.

Symmetra's other assessments (Inclusion Leadership Index 360, Team Inclusion Pulse, Inclusion Survey) can also be used to measure the psychological safety behaviours of leaders and or team members.



Organisational Psychological Safety Assessment

A systemic review of symbols, rituals, systems, stories and structures which impact on psychological safety across organisational culture. Symmetra will consult, analyse and provide a report on what needs to be addressed.



Leader Debriefs and Coaching

Based on the outcomes of a Pulse Check or other inclusion assessments, leaders will understand their own and or team's particular strengths and weaknesses. Symmetra coaches can debrief the results and support leaders through the process of exploring how to elevate the psychological safety in their team to the next level.



Confidence To Challenge Workshop

This skills-building work can be run with a group of leaders or a leader and their team. The session addresses the case for psychological safety, the role of every individual in building safety in their team, and develops practical techniques for building, repairing and sustaining psychological safety.



Team Facilitation

Building or rebuilding psychological safety in a team can be a sensitive discussion for which leaders require support. Symmetra delivers a facilitated discussion process, based on the pulse check results, which enables the whole team to take accountability for their results and pursue strategies for improvement.