

Psychological safety

Psychological safety is the extent to which employees feel safe to express themselves, share ideas, and make mistakes without experiencing negative consequences. When psychological safety is in place, team members dare to take risks, show creativity, and openly give and receive feedback. Research shows that successful teams are those that are psychologically safe.

Team checklist

- ✓ There is a clear mission, vision, values and everyone knows them.
- ✓ Everyone knows what is expected of them.
- ✓ Everyone can voice their opinion.
- ✓ There is always respect for each other, even when we disagree or don't understand each other. All opinions matter.
- ✓ There are regular team moments (such as social gatherings).
- ✓ Mature communication is practiced, even in challenging conversations.
- ✓ We do not talk about people behind their backs.
- ✓ Everyone is allowed to make mistakes and learn from them.
- ✓ There is room for creativity and unconventional ideas.