

Post-Session Learning

Psychological safety is a shared belief by members of a group or team that they will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.

Psychological safety:

- 1** Supports open inquiry and promotion of multiple perspectives leading to better decision making and innovation.
- 2** Respects the contributions of others and values diversity, equity, and inclusion.
- 3** Builds team joy and resilience along with reducing individual and team burnout.



[Click here](#) to review the blog article, "How Fearless Organizations Succeed" by Amy Edmondson.

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Key Quotation

Psychological safety enables candor and openness and thrives in an environment of mutual respect (Amy Edmondson).

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Personal Reflection

As chair of a committee, identify 2-3 strategies one can implement to create psychological safety during meetings. Consider sharing your thoughts with a colleague.

Continue Your Learning

It's a leader's responsibility to create an environment in which their team feels psychologically safe. In other words, they're willing to admit that they're struggling or made a mistake because they know someone will be there to support them (Simon Sinek).



[Click here](#) to watch the video "Psychological Safety: The Responsibility of Leadership" featuring Simon Sinek.