

Psychological Safety

Psychological safety is about ensuring people feel safe in their teams - safe to take risks, safe to share ideas, and safe to seek feedback.

More than **8 in 10 employees** consider psychological safety one of the most valued aspects of the workplace.

*Source: Oyster HR, 2023

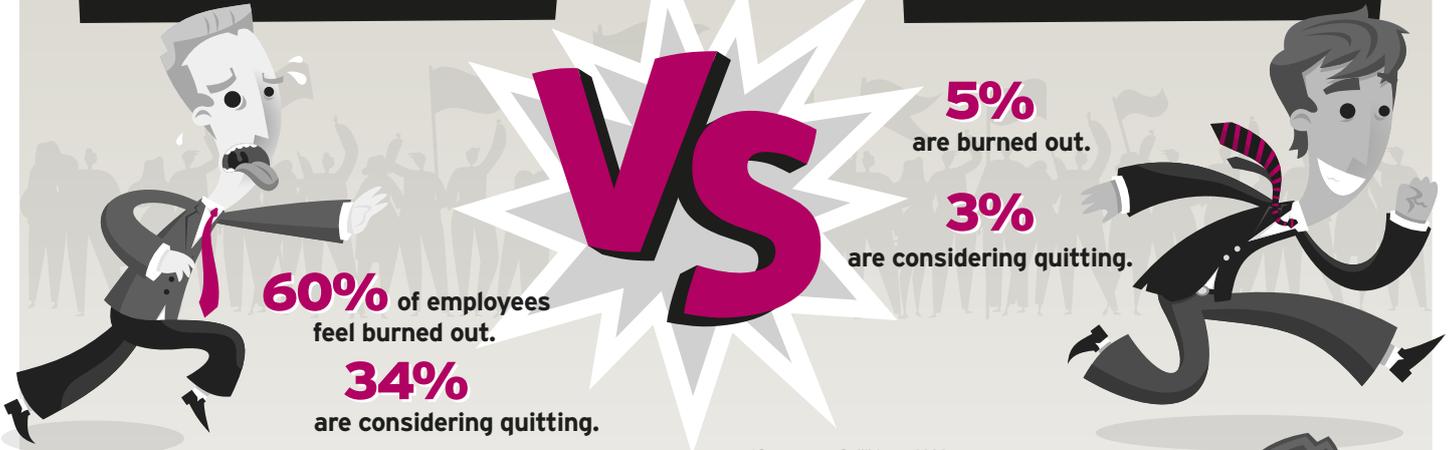
“ Psychological safety is feeling that you are within a team that’s got your back and you’re going to be supported in that. ”

*Source: Dr Hazel Harrison, Clinical Psychologist



LOW PSYCHOLOGICAL SAFETY

HIGH PSYCHOLOGICAL SAFETY



*Sources: meQuilibrium, 2022

DR AMY EDMONDSON'S 2 X 2 MATRIX

These are used to understand team dynamics and assess team performance. Organisations and teams will drift between zones as changes to their internal structure or the wider business market have an effect.

A beautiful place, but nothing grows there.

The sweet spot all companies crave!

TEAM COMFORT ZONE

TEAM PERFORMANCE ZONE



PSYCHOLOGICAL SAFETY



PSYCHOLOGICAL SAFETY

DRIVE & MOTIVATION

DRIVE & MOTIVATION

Welcome to the apathy zone, if you can be bothered...

Where competition is fierce and trust is low.

TEAM APATHY ZONE

TEAM ANXIETY ZONE



PSYCHOLOGICAL SAFETY

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