Thank you for joining us for the February CUPA-HR Leadership Series presentation on Psychological Safety in the Workplace. We hope you enjoyed Allison Vaillancourt’s approaches and thought you’d like a follow up to some of the key principles.

What Is Psychological Safety?

“Psychological safety is broadly defined as a climate in which people are comfortable expressing and being themselves. More specifically, when people have psychological safety at work, they feel comfortable sharing concerns and mistakes without fear of embarrassment or retribution.”


What Supports Psychological Safety?

Systems & Structures / Connections / A Learning Orientation

Systems & Structures

- Ensure policies are equitable, inclusive and easy to interpret
- Use rubrics and checklists
- Provide anonymous reporting options
- Establish expectations for inclusive leadership practices
- Create group agreements with new work groups and project teams
- Make direct and respectful feedback an organizational norm

Connections

- Offer virtual group exercise classes
- Commit to understanding different personality styles
- Form cross-departmental project teams
- Create employee resource groups
- Ensure onboarding activities position employees for early success

A Learning Orientation

- Conduct after-action reviews
- Offer leadership programming aligned with inclusion principles
- Organize reading groups
- Provide frequent performance feedback
- Be open about mistakes and what was learned from them
- Use pilots and trials to test new ideas

For more information.

Contact Allison Vaillancourt, Vice President, Organizational Effectiveness, at availlancourt@segalco.com or 480.266.4177, Scott Nostaja, Senior Vice President, Organizational Effectiveness, at snostaja@segalco.com or 716.462.9797 or Kelly Jones, Senior Vice President at kjones@sealco.com or 216.687.4434.

Segal is a leading global employee benefit and HR consulting firm delivering trusted advice that improves lives. Visit www.segalco.com and www.segalbenz.com

This publication is for informational purposes only and does not constitute legal, tax or investment advice. You are encouraged to discuss the issues raised here with your legal, tax and other advisors before determining how the issues apply to your specific situations.