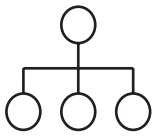
Thank you for joining us for the February CUPA-HR Leadership Series presentation on Psychological Safety in the Workplace. We hope you enjoyed Allison Vaillancourt's approaches and thought you'd like a follow up to some of the key principles.

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.
>
> — Amy C. Edmondson, The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth.

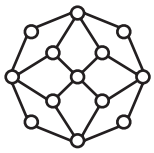
What Supports Psychological Safety?

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.

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