

Building the Environment



Resources for reading and reflection prior to the learning segment and post learning.

Document	Link
<input type="checkbox"/> What Is Psychological Safety at Work?	<u>Center for Creative Leadership</u>
<input type="checkbox"/> What Psychological Safety Looks Like in a Hybrid Workplace	<u>Harvard Business Review</u>
<input type="checkbox"/> High-Performing Teams Need Psychological Safety. Here's How to Create It	<u>Harvard Business Review</u>
<input type="checkbox"/> Building a psychologically safe workplace Amy Edmondson TEDxHGSE 5/5/2014	<u>TEDx Talks</u>
<input type="checkbox"/> Zeng, H., Zhao, L., & Zhao, Y. (2020). Inclusive leadership and taking-charge behavior: roles of psychological safety and thriving at work. <i>Frontiers in psychology</i> , 11, 62.	<u>Frontiers in Psychology</u>
<input type="checkbox"/> Higgins, M., Dobrow, S. R., Weiner, J. M., & Liu, H. (2020). When is psychological safety helpful? A longitudinal study. <i>Academy of Management Discoveries</i> , (ja).	<u>Harvard Library</u>
<input type="checkbox"/> 9 Strategies to Create Psychological Safety at Work	<u>Quantum</u>


Reflection and Guided Discussion Topics




<u>29 Questions to Ask Your Employees</u>	Ragan Communications
<u>5 Must-Ask Questions About Diversity and Inclusion</u>	TalentMap
<u>Diversity Discussion Starters</u>	Penn State
<ol style="list-style-type: none"> 1. Do you feel accepted, comfortable and safe within your organization? 2. Are diverse identities, ideas and ways of thinking and working valued in your organization? 3. Does your organization’s workforce reflect the diversity of the community? 4. Does your organization have a clear definition of what is considered a respectful workplace? 5. Overall does your workplace feel respectful? 6. What stresses you out the most at work? 7. Do you have the opportunity to grow within your organization? 8. How would you rate the way your organization makes use of your strengths? 9. Do you have the opportunity to improve your skills? 10. Do your peers welcome opinions that differ from their own? 11. What could I do better? What could the company do better? 	

5 WAYS TO HELP


CREATE PSYCHOLOGICAL SAFETY




1. MAKE
it an explicit priority.




2. FACILITATE
everyone speaking up.




3. ESTABLISH
norms for how failure is handled.



4. CREATE
space for new ideas (even wild ones).



5. EMBRACE
productive conflict.



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