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# PSYCHOLOGICAL SAFETY: THE CORNERSTONE OF HIGH-PERFORMING TEAMS AND INNOVATION

Understanding its role in team  
performance and creativity

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March, 27, 2025

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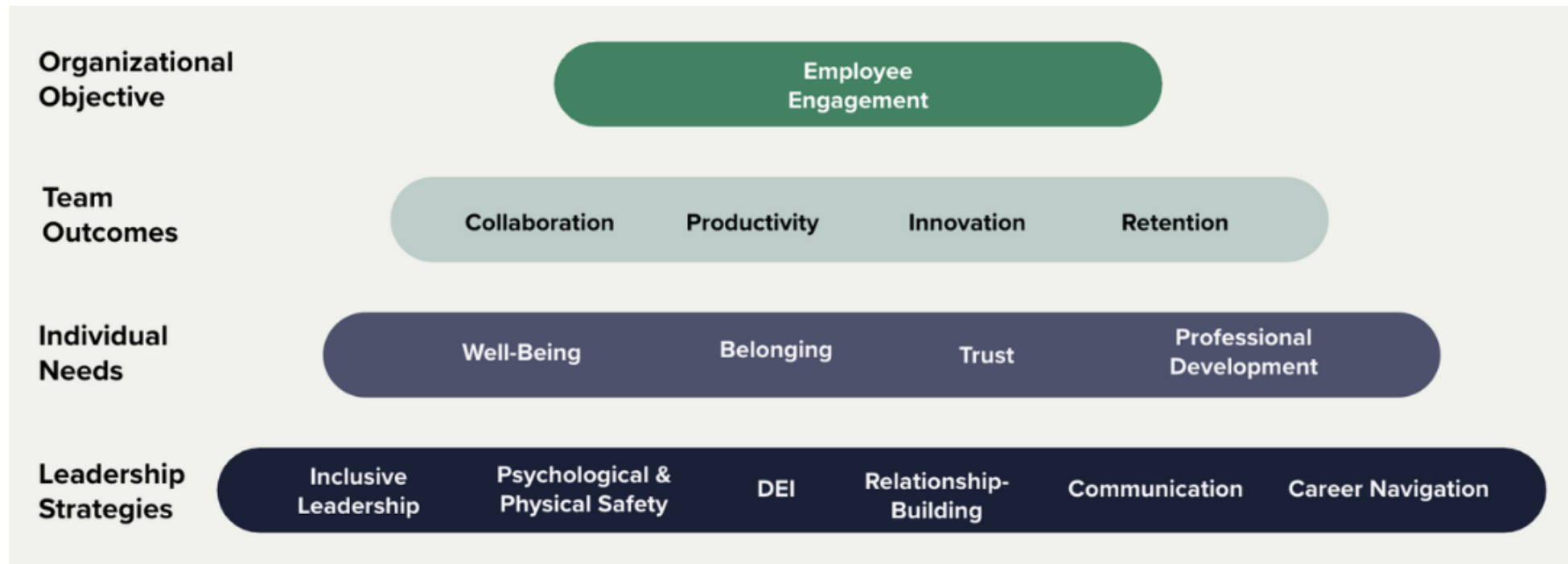
# AGENDA ITEMS

- Understanding Psychological Safety
- Importance of Psychological Safety
- Benefits of Psychological Safety
- Fostering Psychological Safety in Teams
- Leadership's Role in Psychological Safety



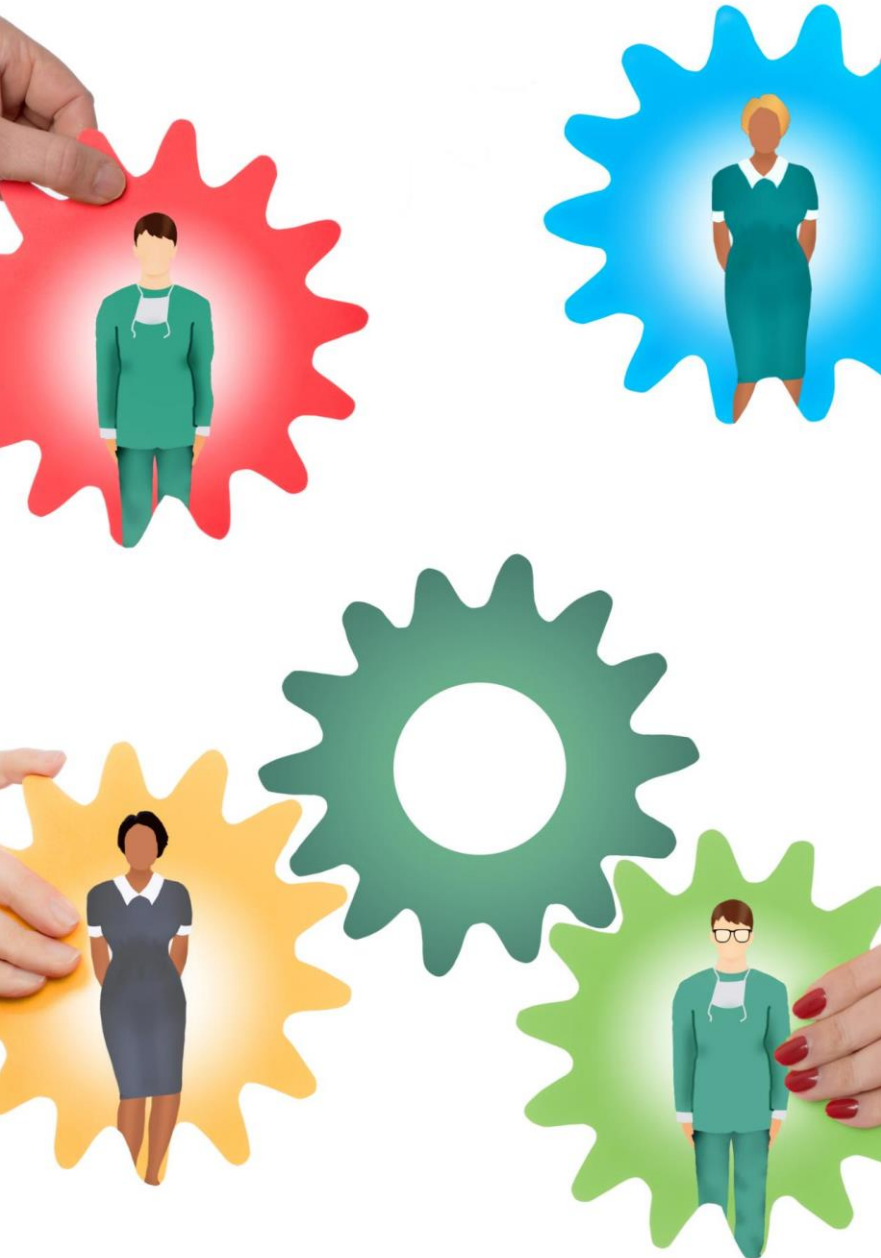
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# EMPLOYEE ENGAGEMENT GROWTH MODEL



# UNDERSTANDING PSYCHOLOGICAL SAFETY

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# DEFINITION AND KEY CONCEPTS

## **Psychological Safety Definition**

Psychological safety is the belief that one will not be penalized or humiliated for speaking up with ideas, questions, or concerns.

## **Importance of Openness**

Openness fosters communication among team members, enabling them to express their thoughts and feelings without fear.

## **Trust and Respect**

Trust and respect are foundational pillars that strengthen relationships within teams, promoting collaboration and innovation.

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# AMY EDMONDSON'S CONTRIBUTIONS

## **Psychological Safety Concept**

Amy Edmondson introduced the concept of psychological safety, highlighting its importance in team dynamics and performance.

## **Learning and Innovation**

Her research shows that high psychological safety encourages teams to engage in learning behaviors and fosters innovation.

## **Impact on Team Dynamics**

Edmondson's work has significant implications for team structures and leadership, promoting a culture of openness and trust.

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# CHARACTERISTICS OF PSYCHOLOGICALLY SAFE ENVIRONMENTS



## **Open Communication**

Open communication allows team members to share their thoughts and ideas without fear of judgment, fostering a collaborative atmosphere.

## **Mutual Support**

Mutual support among team members encourages individuals to help one another, creating a solid foundation for collaboration and trust.

## **Respect for Diverse Opinions**

Respecting diverse opinions promotes inclusivity and allows for varied perspectives, leading to richer discussions and innovative solutions.

## **Focus on Learning**

A focus on learning rather than blame encourages continuous improvement and helps teams to grow from experiences without fear of repercussions.

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# IMPORTANCE OF PSYCHOLOGICAL SAFETY

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# ENCOURAGES OPEN COMMUNICATION

## **Psychological Safety Defined**

Psychological safety is the belief that one will not be penalized or humiliated for speaking up with ideas, questions, or concerns.

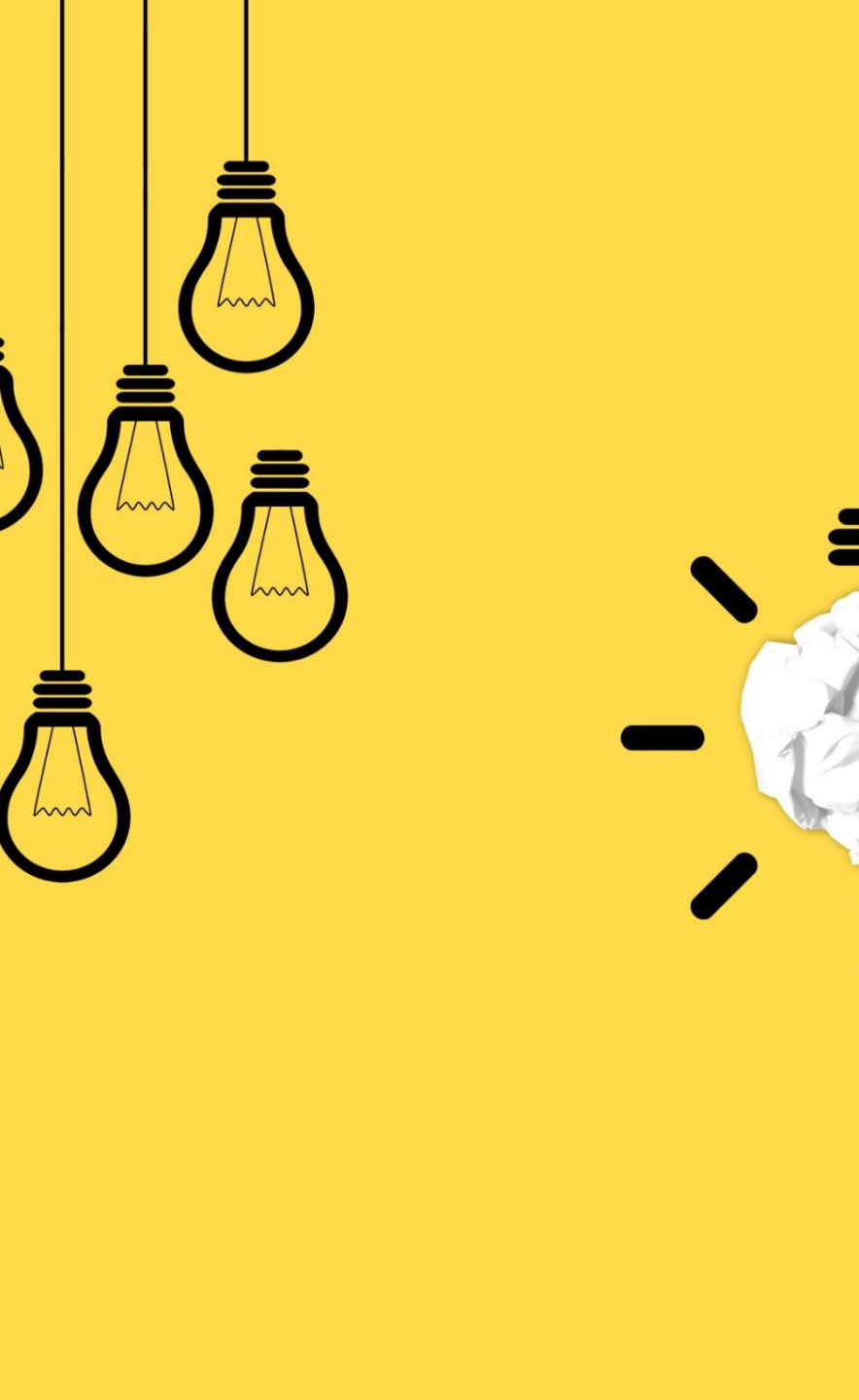
## **Fostering Engagement**

When team members feel safe, they are more likely to engage actively and contribute to discussions, enhancing team performance.

## **Encouraging Creativity**

Open communication fosters creativity, allowing team members to brainstorm and explore new ideas without fear of criticism.

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# BOOSTS INNOVATION

## **Psychological Safety**

Psychological safety allows team members to express their ideas freely without fear of negative consequences.

## **Encouraging Risk-Taking**

When team members feel safe, they are more likely to take risks that can lead to innovative solutions.

## **Novel Ideas Development**

A culture of safety fosters the development of novel ideas, pushing teams to explore creative solutions.

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# REDUCES FEAR OF FAILURE

## **Psychological Safety**

Psychological safety in teams enables members to express ideas without fear, promoting open communication and collaboration.

## **Culture of Learning**

A culture that embraces learning views failures as valuable lessons, encouraging continuous improvement and innovation.

## **Growth Opportunities**

When mistakes are seen as growth opportunities, teams become more resilient and adaptive to challenges.

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# BENEFITS OF PSYCHOLOGICAL SAFETY

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# ENHANCES EMPLOYEE ENGAGEMENT

## **Psychological Safety**

Creating a culture of psychological safety allows employees to express their ideas and concerns without fear of judgment.

## **Increased Productivity**

Engaged employees are more productive and contribute positively to their teams and the overall organization.

## **Commitment to Teams**

Engagement fosters a strong commitment among employees, leading to improved teamwork and organizational success.

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# IMPROVES TEAM PERFORMANCE

## **Psychological Safety in Teams**

Cultivating psychological safety allows team members to express their ideas without fear, fostering open communication.

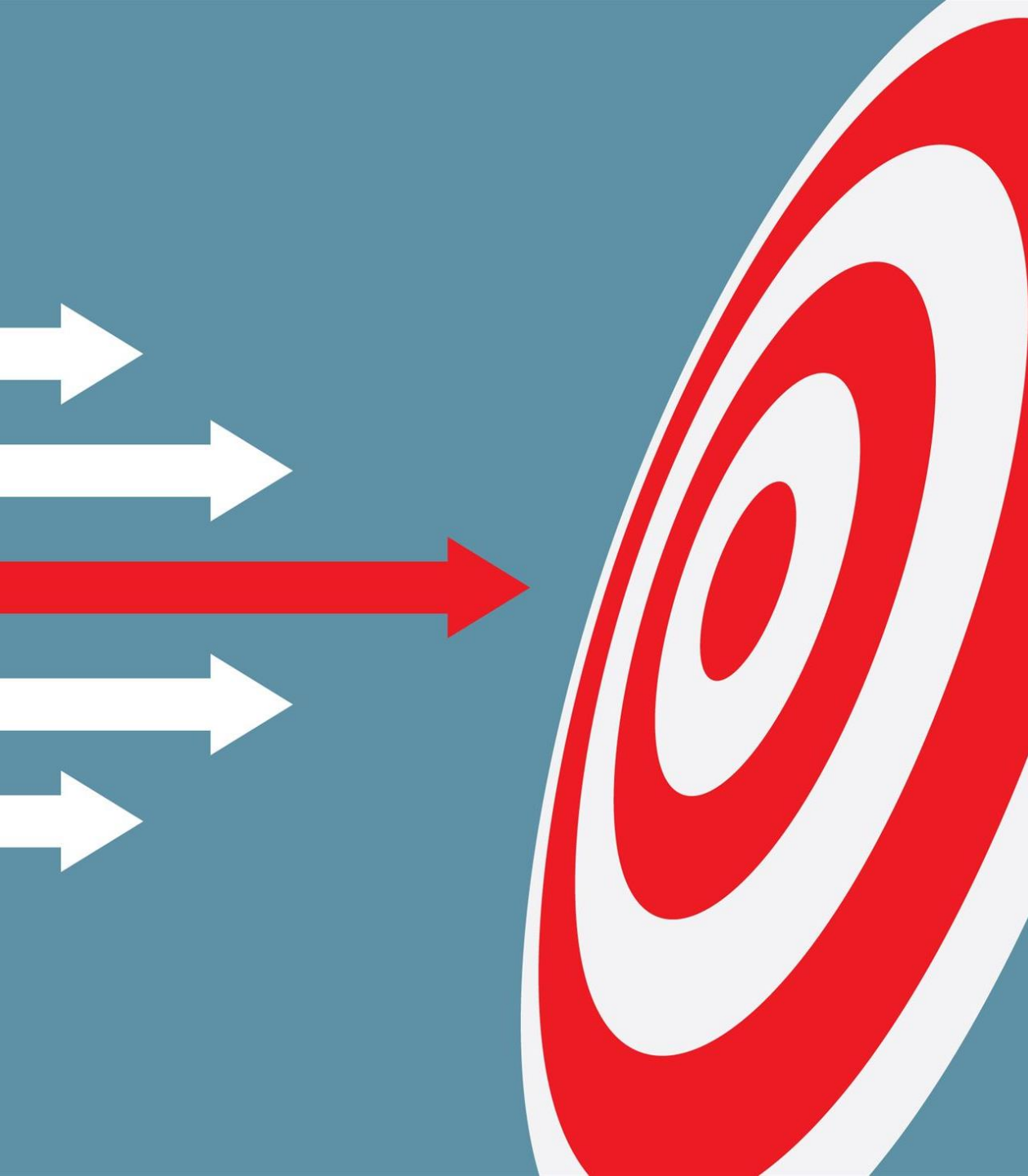
## **Diverse Perspectives**

Leveraging diverse perspectives enhances creativity and leads to more innovative solutions to problems.

## **Effective Problem-Solving**

Teams that embrace different viewpoints can tackle challenges more effectively, leading to better outcomes.

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## RESEARCH FINDINGS (E.G., GOOGLE'S PROJECT ARISTOTLE)

### **Psychological Safety Importance**

Psychological safety is crucial for team performance, allowing individuals to speak up and share ideas without fear.

### **High-Performing Teams**

Teams with high psychological safety tend to be more successful in reaching their goals and achieving results.

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# FOSTERING PSYCHOLOGICAL SAFETY IN TEAMS

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# ENCOURAGE QUESTIONS AND INPUT

## **Promoting Open Dialogue**

Creating an environment that encourages open dialogue helps team members feel valued and heard.

## **Fostering Curiosity**

Leaders should foster a culture that values curiosity, leading to innovative ideas and solutions.

## **Encouraging Participation**

Encouraging team members to share their thoughts promotes a sense of belonging and teamwork.

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# RESPOND WITH EMPATHY

## **Importance of Empathy**

Responding with empathy helps build strong relationships within a team by making members feel heard and valued.

## **Fostering Trust**

Empathetic responses foster trust among team members, creating a safe environment for sharing ideas and concerns.

## **Valuing Input**

When team members feel their input is respected, it enhances collaboration and encourages open communication.

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# NORMALIZE MISTAKES AND LEARNING



## **Mindset Shift**

Encouraging a mindset that embraces mistakes as valuable learning experiences fosters growth and innovation within teams.



## **Creating a Safe Environment**

When leaders normalize mistakes, team members feel safer to take risks and explore new ideas without fear of judgment.



## **Learning from Errors**

Focusing on the learning aspects of mistakes enhances problem-solving skills and encourages resilience in teams.

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# LEADERSHIP'S ROLE IN PSYCHOLOGICAL SAFETY

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# BE INCLUSIVE AND RESPECTFUL

## **Valuing Every Team Member**

Leaders must ensure that every team member feels valued and included in discussions and decisions.

## **Fostering Belonging**

Creating an inclusive environment fosters a sense of belonging, which is essential for team morale.

## **Encouraging Engagement**

Inclusivity encourages engagement among team members, leading to improved collaboration and productivity.

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# LEAD BY EXAMPLE

## **Demonstrating Psychological Safety**

Leaders play a crucial role in creating a psychologically safe environment by showing vulnerability and openness.

## **Encouraging Feedback**

By actively inviting feedback, leaders foster a culture of trust and collaboration, empowering team members to express their opinions.

## **Admitting Mistakes**

When leaders admit their mistakes, it sets a powerful example, encouraging team members to take risks and learn from their errors.

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# MODEL VULNERABILITY

## **Importance of Vulnerability**

Vulnerability in leadership fosters trust and openness within a team, enhancing collaboration and creativity.

## **Creating Safe Spaces**

Leaders who share their challenges encourage team members to express their thoughts and feelings without fear.

## **Authentic Expression**

Modeling vulnerability allows team members to be their authentic selves, leading to stronger relationships and teamwork.

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# CONCLUSION

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## **Importance of Psychological Safety**

Psychological safety is crucial for fostering high-performing teams and encouraging open communication among team members.

## **Fostering Psychological Safety**

Organizations must actively work to foster psychological safety to enhance innovation and team performance.

## **Role of Leadership**

Leadership plays a vital role in creating an environment that supports psychological safety and collaboration.