

PSYCHOLOGICAL SAFETY

Importance, benefits, and how to create a culture of psychological safety.



WHAT IS PSYCHOLOGICAL SAFETY?

Psychological safety is a shared belief that a team is safe for interpersonal risk taking. In other words, team members feel comfortable being themselves, sharing their ideas, and taking risks without fear of being judged, ridiculed, or punished.

When we have psychological safety at work it can make us more productive, better decision makers, more innovative, less stressed, more satisfied and less likely to quit our jobs!



WHY IS PSYCHOLOGICAL SAFETY IMPORTANT?



Psychological safety is important for a number of reasons. First, it allows teams to function more effectively. When team members feel safe taking risks, they are more likely to share their ideas, collaborate with each other, and learn from their mistakes. This can lead to better decision-making, increased innovation, and improved performance.

Second, psychological safety is important for employee well-being. When employees feel safe at work, they are more likely to be engaged, productive, and satisfied with their jobs. They are also less likely to experience stress, anxiety, and burnout.

HOW CAN YOU CREATE A PSYCHOLOGICALLY SAFE WORKPLACE?



- 1 Be open to feedback.** When someone gives you feedback, be open to hearing it, even if it's not what you want to hear. Feedback is a valuable tool for learning and growth
- 2 Admit your mistakes.** Everyone makes mistakes. When you make a mistake, be willing to admit it and learn from it. This will show your team that you're human and that you're not afraid to make mistakes.
- 3 Be supportive of your team members.** When your team members succeed, be sure to celebrate their accomplishments. This will help to create a positive and supportive environment. Equally, try to lend a helping hand when they're struggling as well. It's not all about the good times, we all struggle in our roles too.
- 4 Speak up if you see something that's not right.** If you see someone being treated unfairly or if you see something that's not safe, speak up. This will help to create a culture where everyone feels safe and respected.

Overall, psychological safety is an important factor in creating a healthy and productive workplace. By following the tips above, you can help create a culture where you and your colleagues feel safe taking risks, sharing ideas, and collaborating with each other.

If you have any questions or would like to know more, we are here to help! Illuminate Minds is your Employee Assistance Program (EAP) provider and offer free and confidential counselling services both in person or over the phone. Feel free to give one of our friendly team members a call on (08) 6118 2684 to book an appointment. If you are in a crisis or need immediate support please contact: **Lifeline: 13 11 14 Mental Health Emergency Response Line: 1300 555 788 (Metro) 1800 676 822 (Peel) Emergency: 000**

