

What Psychological Safety Is... and Isn't

Navigating the space between creating an environment where people don't fear making mistakes while still holding them accountable can feel like walking a tightrope. However, a commitment to psychological safety helps maintain that balance.

Psychological Safety IS

- ✓ **Feeling safe to speak up and take risks**
- ✓ **Sharing and challenging ideas**
- ✓ **Not fearing punishment when admitting mistakes**
- ✓ **Asking questions without embarrassment**

Psychological Safety Is NOT

- ⊘ **Being nice all the time**
- ⊘ **Avoiding accountability or feedback**
- ⊘ **Saying yes to everything**
- ⊘ **Tolerating poor performance**

Why it Matters

- Encourages innovation and collaboration
- Reduces fear of failure
- Increases team learning and engagement
- Helps to adapt to change