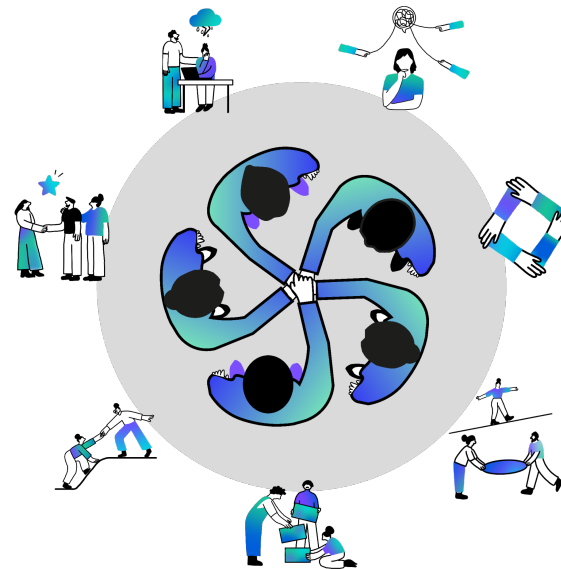


Report for the Exploration of TEAM PSYCHOLOGICAL SAFETY



SAMPLE TEAM

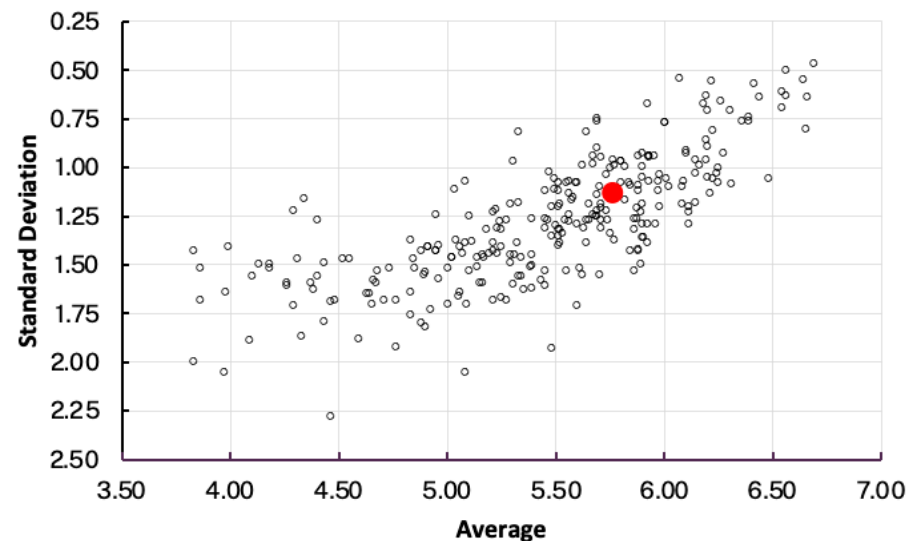
01/01/2025

There are seven elements that constitute team psychological safety:



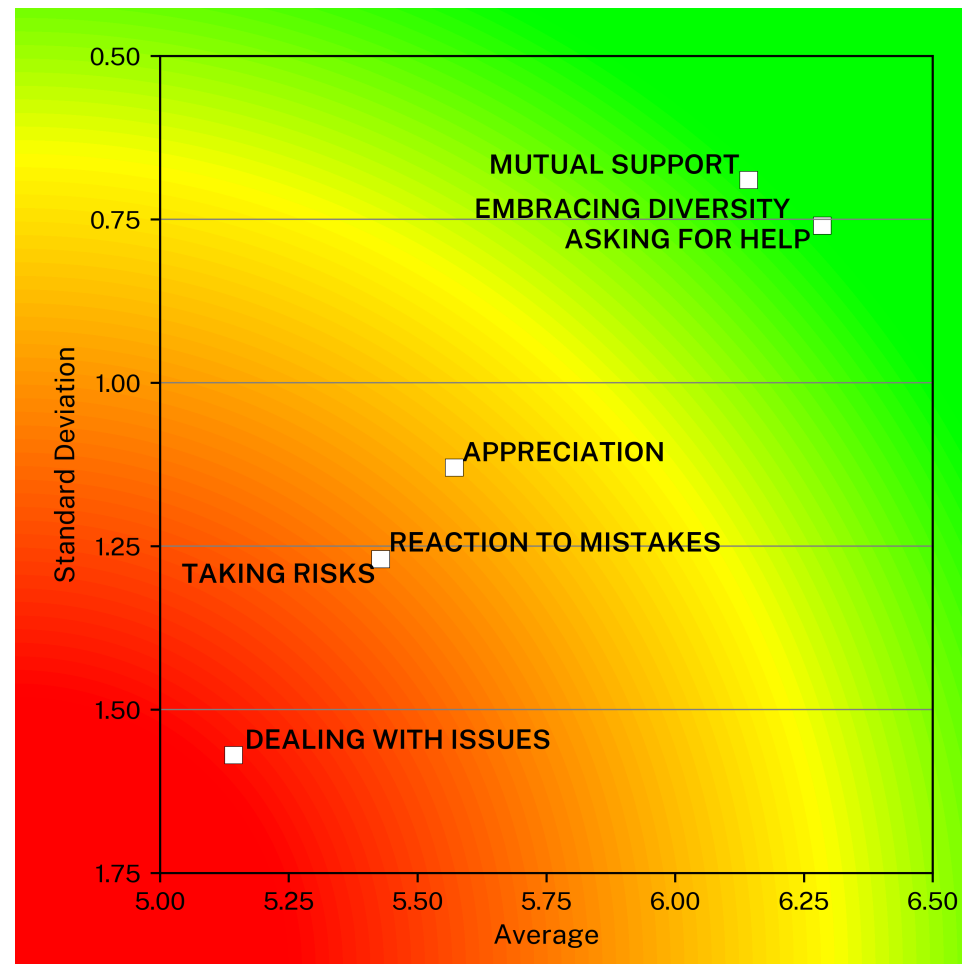
This survey has been administered to lots of teams, and this team's standard deviation is similar⁵ to that of the majority of the other teams. So this team is pretty much like most teams around. Nothing to be discouraged about: this means there is a potential to develop the team further by increasing the level of team psychological safety and the team's alignment around the different elements of team psychological safety.

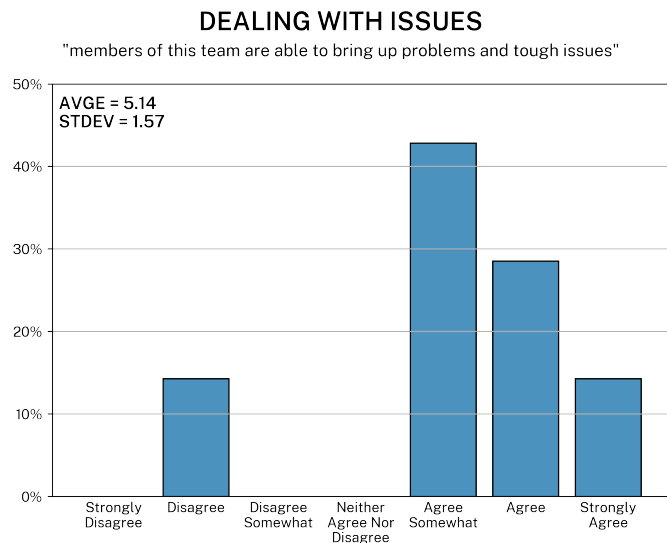
Here is how SAMPLE TEAM's overall level of psychological safety (average on horizontal axis and standard deviation on vertical axis) compares to 315 teams where this has been measured: see the red dot!



Elements of Team Psychological Safety on the two dimensions of average and standard deviation

TEAM STRENGTHS (green) = elements with highest average and lowest standard deviation
PRIORITY IMPROVEMENT AREAS (red) = elements with lowest average and highest standard deviation



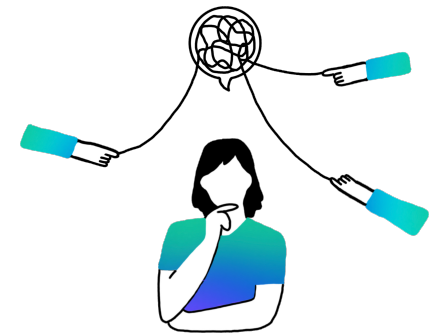


DEALING WITH ISSUES: "Members of this team are able to bring up problems and tough issues"

For SAMPLE TEAM, the average 5.14 is similar⁴ and the standard deviation 1.57 is similar⁵ compared to the 315 teams where team psychological safety has been measured.

In leadership development, self-awareness is what makes the difference between average and great leaders. In a team setting, this is equivalent to a shared awareness about the team's strengths and

improvement areas. When team members can openly discuss what is not working well and explore solutions to be tried out, they move into a cycle of continuous learning. A high-performance team is able to address team or performance issues and look for solutions themselves. When problems and issues are avoided or left unaddressed for fear of stirring up the status quo or offending team members, gaps in performance or collaboration will persist and limit the team's progress.



"A question not asked is a door not opened." Marilee Adams

Question 2: If you could change one thing in the team in the next 3 months, what would it be?

- Less complaining, more positive comments and thoughts.
- We need to clarify how to deal with tasks that do not fit with one particular person. Currently, nobody takes responsibility and those issues remain unresolved.
- Communication
- There is too much silo-mentality.
- Starting meetings on time!
- There are too many meetings.
- Better collaboration on the important projects.

PRACTICAL TIPS for the TEAM LEADER to STRENGTHEN TEAM PSYCHOLOGICAL SAFETY							
	REACTION TO MISTAKES	DEALING WITH ISSUES	EMBRACING DIVERSITY	TAKING RISKS	ASKING FOR HELP	MUTUAL SUPPORT	APPRECIATION
Make asking each other for help part of working routines, for example through a fixed sequence at the end of each team meeting: “Who needs help from anyone with their current priorities?” Appreciate those who ask for help.							
Organize a regular session where team members present their current and future priorities. The presenter clarifies what he/she specifically needs from others in the team to succeed. Team members can offer support even if not requested.							
In brainstorming, problem solving or other team sessions, assign a rotating role of “devil’s advocate” to ask the tough questions or raise out-of-the-box ideas.							
Establish basic team norms and ensure adherence to them (no interrupting, talking stick, laptop distractions during meetings, each team member will be heard for key decisions)							
Celebrate mistakes and what is learned from them. Ask for team member feedback after the team leader has expressed views on the mistake.							
Make sure that no comment or suggestion is waved off. Consider all inputs even if immediate use is not possible.							
Make learning an explicit objective. Include a learning loop (what went well? what could have gone better? how we will do differently next time?) in team routines or at the end of projects.							
Focus on solutions and next steps rather than finding blame for problems or issues.							