PSYCHOLOGICAL SAFETY

The hard parts
Be an effective **rubber band**: Stretch, and 

Don't stretch so far that you break

- Some pairing up
- Everything is optional
- Do what's right for you
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Psychological Safety

Absence of threat

Belonging

Esteem

(self-actualization)
Safety $\Rightarrow$ RESILIENCE

COMFORT — HARD WORK — NOPE
Safety $\Rightarrow$ RESILIENCE

COMFORT — HARD WORK — NOPE
Safety $\Rightarrow$ RESILIENCE

COMFORT — HARD WORK — NOPE
Google 2014

Project Aristotle

Psychological safety is #1 factor for high-functioning teams.
Psychological Safety + Team Effectiveness

Amy Edmondson

The importance of psychological safety in solving real-world problems

1999

Harvard
Frame the work as inherently uncertain
Expose your own fallibility
Model curiosity.

the hard part
“In order for [discomfort] to lead to an increased desire to learn rather than to a heightened anxiety... an environment must be created with maximum psychological safety.”

1965

Edgar Schein + Warren Bennis

MIT

Introduced the term "Psychological Safety"
"Humble inquiry is the fine art of drawing someone out, of asking questions to which you do not already know the answer, of building a relationship based on curiosity and interest in the other person."

Edgar Schein
Carl Rogers

Founder of Humanistic Psychology

( Didn’t call it safety )

Safety in relationship

1942
Authenticity → Being Real

Empathy

Not Sympathy

Fondness

Yeah, Really
Authenticity ← Being Real

The hard part:
Learning to be ok with who you are.
Empathy

The hard part:
Listening for understanding
Setting your own stuff aside.
Fondness → yeah, really

The hard part:

you have got to be kidding
how?
Listen for understanding
Judgment → Curiosity

The Journey
What if everyone you meet is doing what they can to meet very human needs that you can understand by looking inside yourself?
Self- Empathy

Nurturing yourself as a dear, beloved friend

"Where does it hurt?"
What if everyone you meet are is doing what they can to meet very human needs that you can understand by looking inside yourself?
Share the experience
Judgment → Curiosity

The Journey
Listen for understanding
Ask for help
Express curiosity
Talk about mistakes
Model self-compassion and humor
What if everyone you meet is doing what they can to meet very human needs that you can understand by looking inside yourself?