

## Build Team Psychological Safety – Process, Deliverables, and Results

Assess and Build with The Fearless Organization Scan

Harvard Business School Professor Amy Edmondson described psychological safety as “a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.” Edmondson’s research showed that organizational performance is closely tied to levels of psychological safety. The Fearless Organization Scan enables teams to measure levels of psychological safety according to Edmondson’s Psychological Safety Index.

### What Will the Fearless Organization Scan Mean for Your Team and Organization?

Creativity and innovation	Transparent communication	Committed & motivated employees
Collaboration and support	Career meaning for employees	Engaged and inquisitive discussions

### How Does it Work?

In under 3 minutes employees complete a 7-question survey to inform the team’s Psychological Safety Index. From there, a certified practitioner will facilitate a discussion with the team to create shared meaning of the findings. Additional discussions will determine specific action steps. Questions to explore include, but are not limited to:

- How does this team share successes and learnings?
- What ideas do you have to improve internal team conversations?
- What actions are taken that make you feel included on this team?
- How can you ask for help on this team?

### Sample Actions Resulting from The Fearless Organization Scan

After action reporting protocol	Communications skills professional development
Meeting guidelines	Transparent leadership communication channels
Increased and consistent documentation	Posted inclusion behaviors
Feedback loops (that truly cycle)	Updated performance review language

### About Michelle

Michelle’s passion is working with teams to achieve sustainable change through the discovery of root causes and authentic collaboration. Michelle is a strategic partner with over 25 years of experience working with organizations of all sizes and disciplines. She has expertise in facilitation, strategic planning, data analysis, strategic communications, maximizing team performance, leadership and management coaching, and issue assessment and resolution. Michelle has spent much of her career contributing to the success of a hybrid-working global communications organization where she held operational and client-facing senior positions. At the core of Michelle’s achievements is the ability to align strategy with structure, people, and processes. Michelle holds a master’s degree in organizational psychology and a BS in finance. To learn more: [MKopconsult.com](http://MKopconsult.com), [LinkedIn](https://www.linkedin.com/in/michellekempskie).