



Periodic Table of KiMISTRY Elements for Building Safer Spaces

Periodic Table of
KiMISTRY™

1 Rpcr Regular pattern of communication on recommendations							2 G Guidelines
3 Rr Recommendations requested	4 Rmvv Recommendations linked to mission, vision, values					5 Ac Accountability	6 Gp Guidelines posted
7 Cr Commitment to recommendations	8 Rpt Recommendation progress tracked	9 Rt Reflection tool	10 Rd Reflection documented	11 Irt Impact of reflection tracked	12 Gpr Guideline process	13 Mvv Mission, vision, values	14 E Enforcement
15 Rpr Report out of progress on recommendations	16 S Storytelling process	17 Ip Invitation to process	18 Rs Regular storytelling	19 Cs Cultural storytelling	20 Nis No-interruption storytelling	21 Gp Grievance process	22 Ad Access to data
23 C Confidentiality	24 L Leader as peer	25 Pl Participative leader	26 Ml Modeling leader	27 Vl Vulnerable leader	28 D Diverse leader	29 Gs Grievance skills	30 Ids Invitation to document story
31 Pc Process for confidentiality	32 Re Relationship experiences	33 Ce Customizable experiences	34 Ei Experience incentives	35 Er Experience recognition	36 Ppe Public praise for experience	37 Ngr No grievances repercussions	38 Psd Participation in story documentation
39 Ccp Confidential contact point	40 I Individual invitation	41 Psa Personal starter activity	42 Ir Individual reflection	43 EI Equal leaders	44 Cc Collective contribution	45 Ngc Neutral grievance contact	46 Afsd Approved format for story documentation

47 Sc Scent	48 R Refreshments	49 Se Seating	50 Fl Flooring	51 Co Copy	52 Cas Casual attire	53 Pa Passive activities	54 So Sound	55 Wa Wall color / art	56 Ca Cultural affirmation	57 Li Lighting
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Periodic Table of KiMISTRY

Explanation of Elemental Families and Elements

Safer Space Elemental Family		Aesthetics: The environment appeals to your five senses
Sc	Element 47	Scent
R	Element 48	Refreshments
Se	Element 49	Seating
Fl	Element 50	Flooring
Co	Element 51	Cozy
Cas	Element 52	Casual attire
Pa	Element 53	Passive activities
So	Element 54	Sound
Wa	Element 55	Wall color / art
Ca	Element 56	Cultural affirmation
Li	Element 57	Lighting



Safer Space Elemental Family		Empowerment: You can customize your experience in the environment
G	Element 2	Guidelines
Ac	Element 5	Accountability
Gp	Element 6	Guidelines posted
Gpr	Element 12	Guideline process
Mvv	Element 13	Mission, vision, values
E	Element 14	Enforcement

Safer Space Elemental Family		Mindfulness: Your work/school-life balance wishes are respected by the environment
I	Element 40	Individual invitation
Psa	Element 41	Personal starter activity
Ir	Element 42	Individual reflection
EI	Element 43	Equal leaders
Cc	Element 44	Collective contributions



Safer Space Elemental Family		Empathy: Environment leaders identify, connect with and understand you
L	Element 24	Leader as peer
PI	Element 25	Participative leader
MI	Element 26	Modeling leader
VI	Element 27	Vulnerable leader
D	Element 28	Diverse leader

Safer Space Elemental Family		Personalization: You are affirmed by the environment for sharing personal stories about your life
S	Element 16	Storytelling process
Ip	Element 17	Invitation to process
Rs	Element 18	Regular storytelling
Cs	Element 19	Cultural storytelling
Nis	Element 20	No-interruption storytelling

Safer Space Elemental Family		Trust: Your privacy and your stories are protected by the environment
C	Element 23	Confidentiality
Pc	Element 31	Process for confidentiality
Ccp	Element 39	Confidential contact point



Safer Space Elemental Family		Freedom: You are allowed to share feedback about the environment without negative consequences
Gp	Element 21	Grievance process
Gs	Element 29	Grievance skills
Ngr	Element 37	No grievance repercussions
Ngc	Element 45	Neutral grievance contact

Safer Space Elemental Family		Rewards: You are affirmed by the environment for bringing your whole self when you participate
Re	Element 32	Relationship experiences
Ce	Element 33	Customizable experiences
Ei	Element 34	Experience incentives
Er	Element 35	Experience recognition
Ppe	Element 36	Public praise for experience

Safer Space Elemental Family		Proof: Your experiences are counted and shared by the environment
Ad	Element 22	Access to data
Ids	Element 30	Invitation to document story
Psd	Element 38	Participation in story documentation
Afsd	Element 46	Approved format for story documentation



Safer Space Elemental Family		Reflection: Your experiences teach the environment how it needs to adapt
Rt	Element 9	Reflection tool
Rd	Element 10	Reflection documented
Irt	Element 11	Impact of reflection tracked

Safer Space Elemental Family		Action: Leaders partner with you to improve the quality of the environment
Rpcr	Element 1	Regular pattern of communication on recommendations
Rr	Element 3	Recommendations requested
Rmvv	Element 4	Recommendations linked to mission, vision, values
Cr	Element 7	Commitment to recommendations
Rpt	Element 8	Recommendation progress tracked
Rpr	Element 15	Report out of progress on recommendations



Periodic Table of KiMISTRY Safer Space Assessment and Scoring

Feeling safer, braver, and more courageous is important for our holistic wellness. Safer spaces as defined by KiMISTRY suggest that said environment and its member(s) feel a sense of comfort, authentic belonging and at low or no risk of being harmed, endangered, threatened or injured in any way. KiMISTRY's Safer Space Assessment measures perceived safety in environments including but not limited to teams, organizations, institutions, homes, families or even in personal relationships.

Instructions for Taking the Assessment:

KiMISTRY's Safer Space Assessment consists of 57 prompts across 11 categories. Descriptions of each category are enclosed below and within the online assessment, can be seen by hovering the cursor over the categorical image. Reflecting on a specific environment of one's choice (e.g., job, church, school, family, etc.), the assessment-taker is asked to respond honestly and to the best of their ability by choosing a rating between 1 and 5 that best reflects their safer space expectations and feelings for each prompt. Responding 1 indicates that the prompt expectation or feeling is *not* met; responding 5 indicates that the prompt expectation or feeling is *fully* met. It should take no longer than 10-15 minutes to complete this assessment. Respondents are asked to ensure their email is correctly entered in the form. Upon completion and receipt of their responses, KiMISTRY will send the calculated Safer Space Score to the email address entered.

Understanding Your Safer Space Score:

The Safer Space Score is reflected as a number from 1.0. It is determined by the sum of your prompt response points divided by the total number of prompts. (e.g., 64 total response points / 57 prompts = a Safer Space Score of 1.12).

If one's resulting Safer Space Score is 2.5 or lower, there is more conflict than compatibility in the environment, meaning it is less safe. If one's resulting Safer Space Score is 3 or higher, there is more compatibility than conflict in the environment, meaning it is safer. The minimum possible number of points is 57; the maximum number of points is 285. Note: A Safer Space Score of 5 = very difficult to achieve (e.g., would be the experience of ideal comfort felt with loving family members.)



Periodic Table of KiMISTRY Safer Space Assessment and Scoring

Element Families	1 Not Met	2 Somewhat Met	3 Moderately Met	4 Mostly Met	5 Fully Met
Aesthetics	Members trust that environment takes their sensory preferences into consideration; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Empowerment	Members trust that environment allows members to customize engagement guidelines; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Mindfulness	Members trust that environment honors members' work-school-life balance; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Empathy	Members trust that environment leaders are compassionate; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Personalization	Members trust that environment allows members to communicate personal stories; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Trust	Members trust that environment protects the privacy of personal stories; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Freedom	Members trust that environment allows members to name conflicts and without negative consequences; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Rewards	Members trust that environment will affirm members for engagement experience; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Proof	Members trust that environment validates engagement experiences; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Reflection	Members trust that environment allows members to use authentic engagement experience to navigate environment; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				
Action	Members trust that environment excels because of member advocacy; environment/leaders trust that members will not threaten or harm the organization, mission or bottom line				