

Organizational Blindness / Psychological Safety Team Assessment™

How psychologically safety is your workplace? This assessment is designed to help you assess psychological safety or your team or in your workplace. It is designed to help identify whether critical information, concerns, risks, and opportunities are visible to leaders or hidden beneath the surface. This assessment measures: Psychological Safety, Employee Voice, Leadership Responsiveness, Information Flow, Hidden Risk, and Hidden Potential.

Please rate each question on a scale of 1-5 (1 being the lowest / 5 being the highest)

- 5 Strongly Agree**
- 4 Agree**
- 3 Neither Agree or Disagree**
- 2 Disagree**
- 1 Strongly Disagree**

Questions		Question Score (1-5)
1	Employees challenge senior leaders respectfully	
2	Mistakes are discussed without blame	
3	Concerns surface early	
4	Diverse viewpoints influence decisions	
5	Employees feel heard	
6	Leaders ask for dissenting opinions	
7	Difficult conversations occur openly	
8	Risks are raised without fear	
Total Score		

See Next Page for Score Results

Score Results

32-40- High Visibility Organization

- Your team demonstrates strong psychological safety and can engage in healthy challenge, debate, and open communication without fear of reprisal.

24-31 - Emerging Blind Spots

- Psychological safety exists in some situations **but not all**. Employees may hesitate to raise concerns, share contrary viewpoints, provide challenging feedback, or share emerging risks.

16-23 - Significant Organizational Blindness

- Your team may filter information before sharing. Key information may not reach decision-makers until problems escalate. Organizations with significant organizational blindness may experience groupthink and employee reluctance to challenge leaders. This often results in reluctance to share unspoken frustrations, information hoarding, reduced innovation, and surprise issues and challenges.

8-15 - High-Risk Culture Zone

- Your organization is operating with substantial hidden risks. High risk cultures show up as employees being more focused on self-preservation than collaboration. Employees with low trust environments may hoard information rather than cross-share. Other issues include fear of speaking up, conflicts are hidden rather than vocalized, burnout levels increase, and leadership may be more reactive. This generally results in high turnover and a generally disengaged workforce.

To learn more about how to improve psychological safety in your workplace, please visit us at [The Le Vere Coaching and Consulting Group](https://thelevergroup.com) or email us at info@thelevergroup.com.