

Psych Safety at End-of-Year Events



Tips for Leaders & Boards



Psych Safety at End-of-Year Events



Signal expectations early

A two-sentence message to
teams sets the tone.

Something like: "It's about
enjoying yourselves, taking
care of each other, and if
something doesn't feel right,
you can step away."

Tiny cue.

Big downstream impact.

Psych Safety at End-of-Year Events



Map your risk points

Every organisation has "hot spots":

- ~ certain people
- ~ certain interpersonal histories
- ~ alcohol thresholds
- ~ power dynamics

Don't pretend they disappear at a party. They get louder.

Psych Safety at End-of-Year Events



Adjust the reinforcement schedules

If the only people praised the next day are the ones who stayed late or were "the life of the party", you're teaching the wrong lessons.

Reinforce civility, inclusion, and people leaving when they need to.

Psych Safety at End-of-Year Events



Keep leaders distributed

Don't cluster the
execs/leaders at one table.
Spread out.

Your presence buffers safety,
reduces performative
behaviours, and lowers the
power imbalances.

Psych Safety at End-of-Year Events



Watch the body language

Subtle cues tell the truth:

- ~ scanning the room
- ~ backing themselves into safe corners
- ~ pre-emptive moderation
- ~ avoiding certain interactions

This is diagnostic data, not
drama

Psych Safety at End-of-Year Events



Don't over-alcohol the environment

Psych safety nosedives when
self-regulation gets
outsourced to booze.

No need to be the fun police,
just desing a setting where
people have options to stay
regulated.

Psych Safety at End-of-Year Events



Plan for exits

Normalising leaving early.
Normalising stepping outside.
Normalise "I'm heading off,
have a great night".

If people feel trapped, safety
is already gone.

Psych Safety at End-of-Year Events



Debrief the event

Not a witch hunt.

A temperature check.

Three questions:

1. Did people feel comfortable
2. Where there pressure points?
3. Anything we need to change next year?

Patterns here matter more than any KPI.

Psych Safety at End-of-Year Events



Capture learnings for 2026

Psych safety isn't built at the party; it's tested there.

The real work happens in January, adjusting the system that shapes the behaviour.

Psych Safety at End-of-Year Events



If you don't know the
state of your culture ...

You probably have blind
spots.

That's where your 90-Day
Psych-Safety Scan comes in:
clear insights, team
sentiment, power dynamics,
leadership footprint, and
evidence-ready
recommendations.