



Healthcare Team Discussion Guide

REFLECTION GUIDE

WHY THIS MATTERS

Healthcare teams do not create safety through individual good intentions alone.

Safety is shaped by the way a team speaks, listens, questions, responds, and holds one another accountable when something does not feel right.

This discussion guide is an invitation to reflect together, not to blame, but to notice what becomes normal within a team culture.



SIT WITH THIS



What behaviours have we become used to because “that’s just how things are here”?



When someone raises a concern, do we make space for it - or do we explain it away?



Who on our team feels safest speaking honestly, and who might stay quiet to protect themselves?



If a patient or family overheard the way we spoke about them, would we feel proud of what they heard ?



WALKING FORWARD

One team habit we want to become more aware of:

One way we will make it safer to speak up with care and accountability:



Team Culture is built in the moments people think no one is watching. Safety grows when care is practiced with patients, families, and each other.

