

PSYCHOLOGICAL SAFETY: HOW TO CREATE SPACES WHERE HUMANS CAN ACTUALLY BE HUMAN

WHAT IS IT?

Psychological safety is the shared belief that a team is safe for interpersonal risk-taking, speaking up, asking questions, sharing ideas, and admitting mistakes without fear of embarrassment or punishment.

It's the foundation of trust, collaboration, creativity, and healthy challenge. Without it, people stay silent, shrink back, or play small.

WHY IS IT IMPACTFUL?

When psychological safety is high, people contribute more, learn faster, and feel more connected. When it's low, teams experience tension, avoidance, blame, and hidden problems. This session helps participants understand what psychological safety really is (and isn't), recognise the behaviours that build or break it, and learn how to create environments where people feel safe to be human.

HOW WE DO IT

Through interactive reflection and practical exercises, participants will:

- ✓ Understand the core components of psychological safety and why it matters.
- ✓ Identify behaviours that increase or decrease safety within teams.
- ✓ Explore the link between nervous-system responses and how people show up under pressure.
- ✓ Practise communication tools that create clarity, curiosity, and connection.
- ✓ Learn small, everyday actions that build trust and make collaboration easier.

THE RESULT?

People feel more confident speaking up, asking for help, sharing ideas, and navigating tension without fear.

Teams become more open, more resilient, and more effective because people feel safe enough to contribute fully.

