

Psychological Safety Employee Self-Assessment

Voice and Participation

1. I feel comfortable sharing ideas or suggestions with my team.

1 2 3 4 5

2. I can raise concerns or issues without fear of being judged or blamed.

1 2 3 4 5

3. My input is valued, even when it challenges the status quo.

1 2 3 4 5

4. I am encouraged to participate in decisions that affect my work.

1 2 3 4 5

5. I believe that disagreement or debate is handled respectfully in my workplace.

1 2 3 4 5

Section Total: _____ / 25

Learning from Mistakes and Risk-Taking

6. I feel safe admitting when I've made a mistake.

1 2 3 4 5

7. When mistakes happen, they are treated as learning opportunities.

1 2 3 4 5

8. I can ask for help or clarification without feeling incompetent.

1 2 3 4 5

9. I am not afraid to try new things or offer creative ideas, even if they might not work out.

1 2 3 4 5

10. My supervisor or manager responds supportively when problems are raised.

1 2 3 4 5

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Section Total: _____ / 25

Communication, Clarity, and Support

11. I understand what is expected of me in my role.

1 2 3 4 5

12. I receive clear and timely communication about decisions that affect my work.

1 2 3 4 5

13. I know who to ask for support or resources when needed.

1 2 3 4 5

14. I receive regular, constructive feedback from my supervisor.

1 2 3 4 5

15. I feel my well-being is genuinely cared about by leadership.

1 2 3 4 5

Section Total: _____ / 25

Respect, Fairness, and Inclusion

16. I am treated with respect by my manager and colleagues.

1 2 3 4 5

17. People from all backgrounds are treated fairly in my workplace.

1 2 3 4 5

18. I feel included in team conversations and decisions.

1 2 3 4 5

19. Incivility, bullying, or exclusion are addressed by leadership when they occur.

1 2 3 4 5

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20. Different viewpoints and identities are welcomed in my team.

1 2 3 4 5

Section Total: _____ / 25

Organizational and Psychological Support

21. I know about and can access wellness or mental health supports at work.

1 2 3 4 5

22. I feel my workload is generally fair and manageable.

1 2 3 4 5

23. My efforts and contributions are recognized and appreciated.

1 2 3 4 5

24. I trust that I can express stress or burnout without being penalized.

1 2 3 4 5

25. My workplace fosters a culture of trust, empathy, and support.

1 2 3 4 5

Section Total: _____ / 25

Overall Score

Add all five section totals:

Final Score: _____ / 125

Score Interpretation

Section Scores:

21-25 = High: Strong psychological safety in this area

16-20 = Moderate: Generally positive but may lack consistency

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11-15 = Low: Mixed or unclear experience

5-10 = Concerning: May affect well-being or engagement

Total Scores:

106-125 = You experience a high level of psychological safety

86-105 = Generally safe, with some areas to improve

66-85 = Inconsistent safety; specific concerns likely exist

Below 66 = Workplace may be psychologically unsafe