

How Psychologically Safe is Your Team?

	We share this value.	We live out this value.
	Rate 1-7 1 = Never 7 = Always	Rate 1-7 1 = Never 7 = Always
In our team		
1. Criticism has constructive, helpful intent.		
2. Criticism is oriented toward problem-solving.		
3. Discussions are extensive and honest.		
4. We desire participation from <u>everyone</u> in team interactions and discussions.		
5. We accept and learn from failures and mistakes.		
6. The fear of threat or embarrassment is low.		
7. Blaming is unacceptable.		
8. We want to hear from team members and consistently request it.		
In the team context, members feel comfortable		
9. Sharing ideas, even if they seem outlandish.		
10. Addressing relationally complex issues versus ignoring them.		
11. Speaking their mind about the issues.		
12. Admitting mistakes.		
13. Admitting lack of knowledge.		
14. Being themselves (authentic) with the team.		
15. Asking for help.		
16. Experimenting.		
Members		
17. Trust each other.		
18. Have respect for one another as persons.		
19. Have respect for one another as professionals.		
20. Don't need to fear judgment, loss of respect, or punitive action because of actions such as items 9-16 above.		
The team leader		
21. Welcomes frank dialog that helps the team learn.		
22. Welcomes processes that require shared leadership.		
23. Wants to hear from team members and consistently requests it.		
24. Encourages the team and individual members to take risks.		
25. Encourages the team to learn together.		

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