

KEEPING PEOPLE SAFER

1. What gets silenced



WORK AS REQUIRED

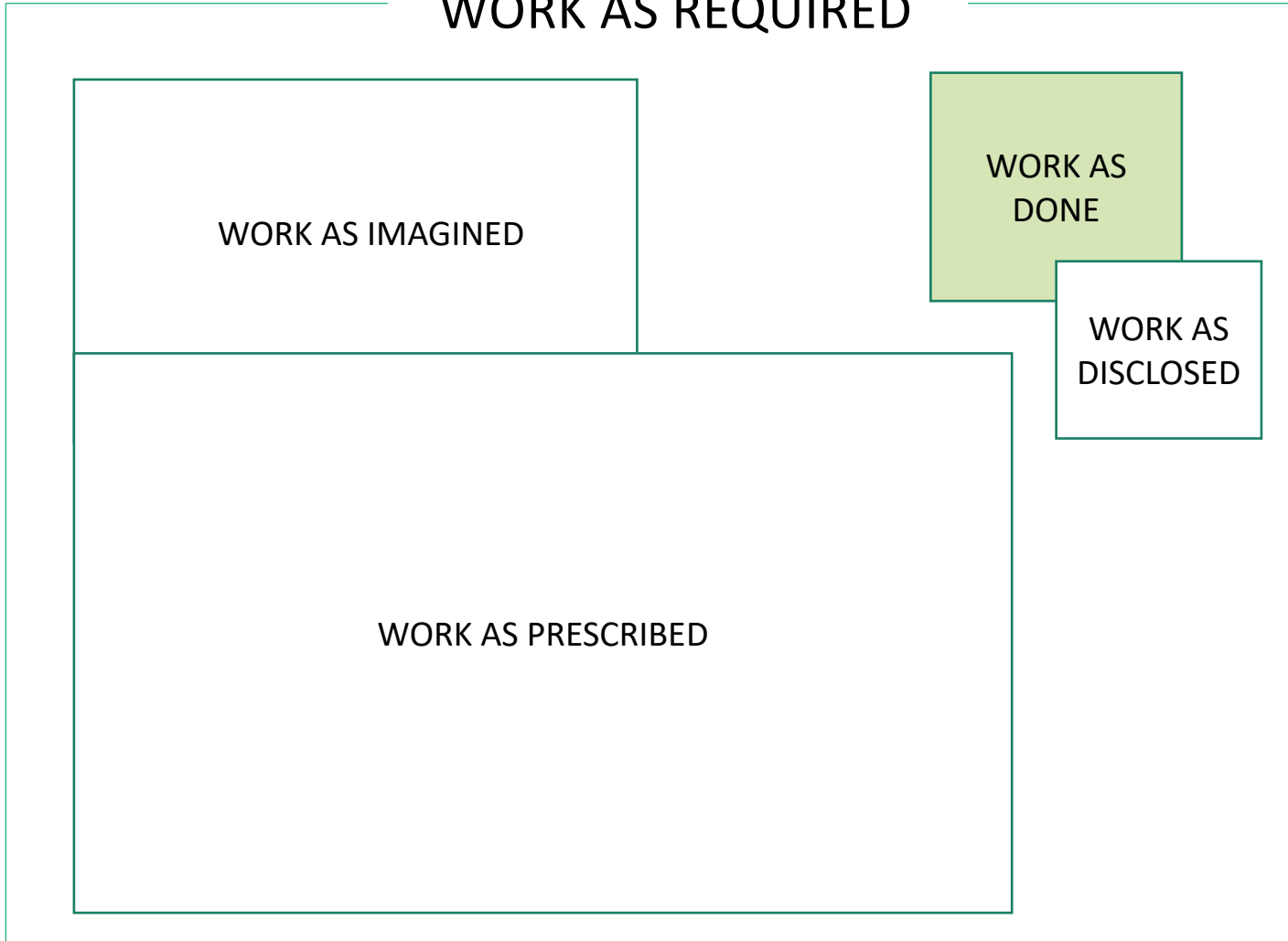
WORK AS IMAGINED

WORK AS DONE

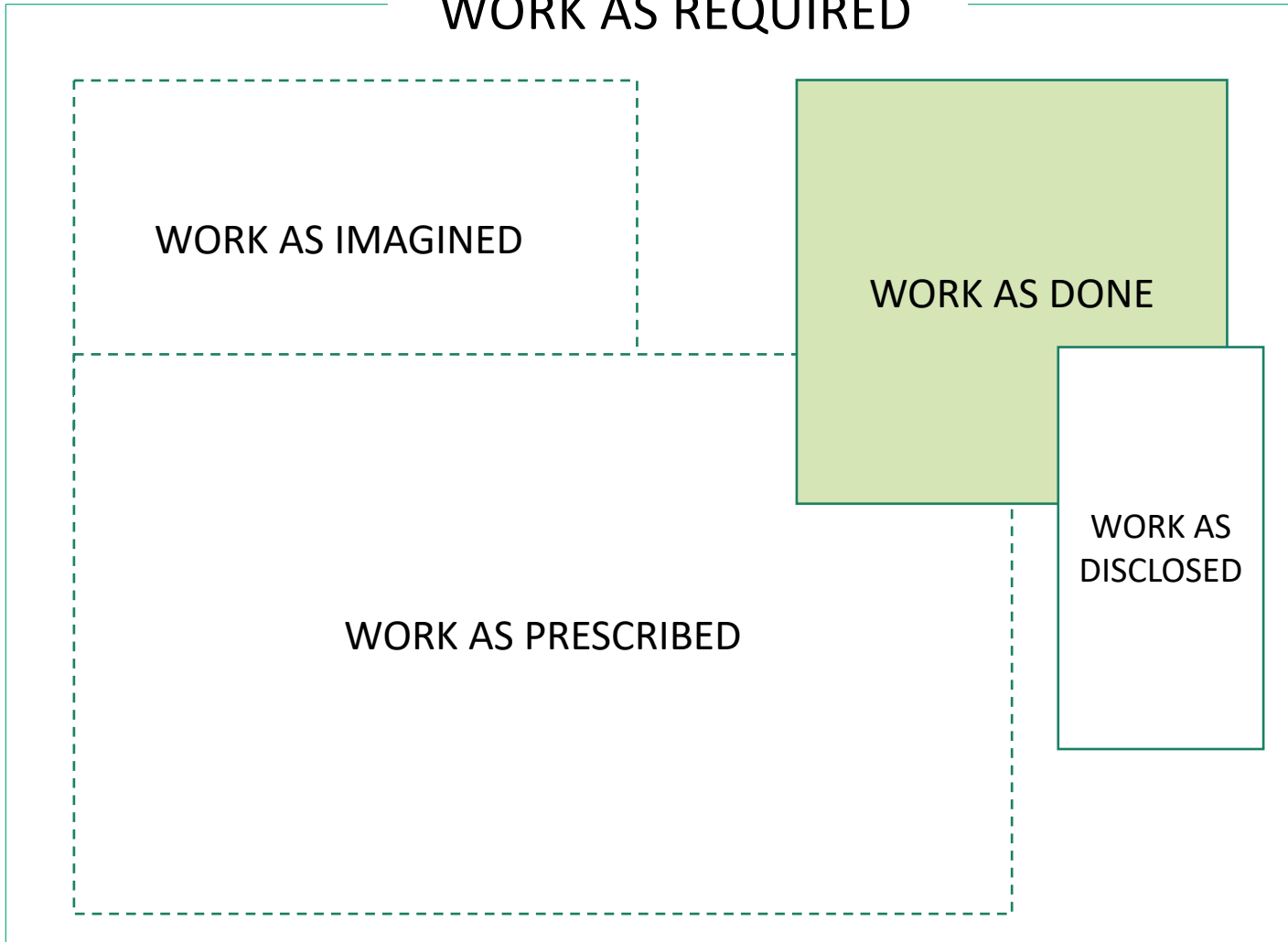
WORK AS PRESCRIBED

WORK AS DISCLOSED

WORK AS REQUIRED



WORK AS REQUIRED



The belief that the work environment is safe for interpersonal risk taking. The concept refers to the feeling of being able speak up with relevant ideas, questions, or concerns. Psychological safety is present when colleagues trust and respect each other and feel able – even obligated - to be candid

Edmondson, A. (2019) [*The fearless organization. Creating psychological safety in the workplace for learning, innovation, and growth.*](#) New Jersey, Wiley.

If you had a greater sense of psychological safety,
what would you talk about?

Who would benefit?

What stops you at the moment?

What do people struggle to hear?