



Psych Safety

Final meeting «Psych Safety Training»



Foto: Pixabay

Hello & welcome!

Content

- Warm up & review
- Outlook & closure

Review of 6 months of Psych Safety Trainingprogram

Please write down individually a highlight and a challenge of the trainingprogram:

- What was a highlight for you in the last 24 weeks?
- What was challenging?

- Each person writes for 2 minutes and then presents their main points.
Goal of the warm up is an exchange of the individual experiences.

Status Quo of our team

– Shared discussion

Sharing of the prepared answers of each team member (see exercise 24):

- Where have we made a development as a team?

Target of the discussion is to develop a shared understanding of the actual status quo.

Starting point of the discussion is that everybody states his/her prepared answers.
Please discuss afterwards what you perceive as team strengths.

It would be good to reach a common understanding as to where you are on your development journey as a team.

What is the next step?

– Outlook

The last discussion is about how to move forward. Here are two helpful questions:

- How do we want to proceed?
- What do we want to learn as a team in the future?

It is essential for a further team development to move on (if the team wants to do this).

The research project has found two ideas how to proceed:

- Full steam ahead
- Maintaining the status quo

Full steam ahead

– Ideas

- According to the motto «repetition helps» you add another 6 months on your own and start again. At the same time, you can observe how you develop in comparison to the first loop.
- You establish a psych-safety standard for your team, for example by starting doing team reflection rounds (e.g. what went well recently, what didn't) or regular "measurements" (e.g. in an open round)
- You find your "weak-spots" and choose targeted exercises.

Maintaining the status quo

– Ideas

- Introduce regular lightning feedback rounds, so that you can notice when something is moving in the wrong direction
- Implement team development measurements 1-2 times per year

What is the next step?

– Decision

- Take 10 minutes to discuss what your next steps are.

Feedback



Quelle: pixabay