



Psych Safety

Kick off «Psych Safety Training»



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Hello & welcome!

Content

- Introduction round
- Psychological Safety: definition & common understanding
- Outlook

Introduction Round

Preparation (1 minute):

- Please answer the following question for yourself:
What makes a good team – and how do you recognize it?

Please state your answer in the plenary session.

Target of this introduction round is the exchange of ideas and experiences.

What is Psychological Safety?

– Background

- This TED Talk by Amy Edmondson is a good introduction to psychological safe workspaces (11 minutes)
- <https://www.youtube.com/watch?v=LhoLuui9gX8>



Definition



Psychological safety is the common belief of all team members that it is safe to take interpersonal risks

or

Knowing that you will not be punished or humiliated if you speak up with questions, comments, concerns or mistakes.

Common Understanding

– Exercise in small groups

Please discuss in small groups (3 persons each) the following question:

- **Where have I already experienced Psychological Safety and how have I noticed it?**
 - The experiences do not have to be from your current team
 - 7 minutes
-
- Each group will present its joint summary in plenary

What Psychological Safety is not

- No culture of gossip over coffee – it's about exchanging views on work issues
- No pseudo-„cuddly“-culture – it is about constructive debate and the joint, transparent discussion of challenges and issues
- Not about trust between just two team members - it's about the whole team working together
- No egalitarianism – it is about working at eye level between qualified colleagues
- No eternal discussion - it is about the acceleration of communication processes and decisions

Effects

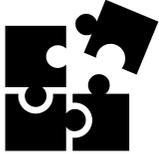
- 3 good reasons of many

The focus is on further development and the common goal: Impression Management is decreasing.

Ideas, even those that at first seem absurd, are introduced without fear. Creative solutions and out-of-the-box thinking are strengthened.

Team members admit their own mistakes early on, if they feel safe. Mistakes can be discussed constructively and lessons can be learned from them.

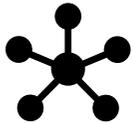
Your Next Six Months



For six months, you will complete a given Psychological Safety exercise every week



Every exercise is listed and described in the Psych Safety trainingprogramme and can be done without a trainer



Two further meetings in the team would be useful: after exercise 12 and at the end of the trainingsprogramme

Types of Exercises

– There are different types of exercises

- Skill-Exercise:
trying out a new behaviour
- Reflection-Exercise:
reflect on a specific aspect
- Team-Exercise:
develop something in the team / try out new behaviour in the team
(For example, today's question about what makes a good team and where you have already experienced Psychological Safety)

Example Exercise "Yes, and" instead of "Yes, but"

– Skill-Exercise

Explanation:

- One of the most successful and easy ways to achieve better communication is to use "yes, and" instead of "yes, but". This gives discussions a different character - more togetherness and less opposition.

Task:

- Please try to pay special attention to this speech pattern over the next 7 days and use "yes and", instead of "yes but".
- Please remind each other in the team, i.e. if you hear your team colleague saying "yes, but", please make them aware of it.
- The aim after this week is to argue more constructively and less against each other in the event of fundamental mutual agreement on a topic.

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– Training program Week 1 to 7

Week	Topic	How to do it	Time required in Team Meetings
1	Having a Voice	reading the task + reflection: individually and then application in team situations	-
2	Yes, and	reading the task + reflection: individually and then application in team situations	-
3	Practice Appreciation	Work in subgroups of 3-5 people	10 minutes (inkl. logistic -> 15 Minuten)
4	Connectedness Review	Work in the entire team	15 minutes
5	Behaviour-Oriented Feedback	reading the task + reflection: individually and then application in one on one situations	-
6	Learning from Mistakes 1	reading the task + reflection: individually	-
7	Learning from Mistakes 2	reading the task + reflection: individually	-

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– Training program Week 8 to 13

Week	Topic	How to do it	Time required in Team Meetings
8	Everyone Speaks in Team Meetings	With the team	5-10 min
9	Listening Intently	to be used in conversations with three other people (3x 2-3 min)	-
10	Clear Expectations About Cooperation	individual preparation (5 min), Conversations with two teammates (2x 3 min)	-
11	My Contribution to the Team (Part 1)	individual preparation (5 min)	-
12	My Contribution to the Team (Part 2)	With the team	10 min
13	Nobody's Perfect, not Even Me	individual preparation (5 min), Conversations with two teammates (2x 5 min)	-

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– Training program Week 14 to 19

Week	Topic	How to do it	Time required in Team Meetings
14	Challenging the Status Quo	individual preparation (3 min), then together with the team	12 min
15	Identify and Share What you Want to Unlearn	individual preparation (10 min), Conversations with another teammates (5 min)	-
16	Asking for Help	reading the instructions individually and then applying it in team situations	-
17	Impulse Control	reading the task + reflection: individually	-
18	What Problem do you Want to Solve Together?	individual preparation (5 min), then discussion with the team	10 min
19	Be an Advocatus Diaboli	reading the task individually and then applying it in team situations	-

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– Training program Week 20 to 24

Week	Topic	How to do it	Time required in Team Meetings
20	Ask Twice as Many Questions as you Give Answers	to be used in conversations with other people, reflection 2x 2 min	-
21	Feedback for Further Development	individual preparation (5 min), exchange with another teammate (5 min), receiving feedback (5 min)	-
22	Showing Vulnerability	individual preparation (7 min), exchange with another teammate (8 min)	-
23	Saying Thank You is Worth it	reading the application individually and then applying it in team situations	-
24	Closing Exercise	15 minutes of reflecting individually	-

Questions?



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Expectations, Wishes, Concerns

– Closing round

- In closing, everyone may and should make a short statement:
 - What do I expect from the Psych Safety Training program?
 - What do I wish for?
 - What am I afraid of?



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Let's do it!



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