

# Psychological Safety at Work

*A Practical Guide for HR & People Leaders*

*Inspired by our Micro Learning Snapshot course:  
**Psychological Safety – The Foundation of High-  
Performing Teams***

# Psychological Safety Isn't a Buzzword - It's a Business Driver

In 2025, organisations that foster psychological safety aren't just creating 'nicer' workplaces - they're unlocking innovation, resilience, and performance.

When employees feel safe to speak up, take risks, and admit mistakes, teams become more agile, inclusive, and effective.

This short guide distils key takeaways from our Psychological Safety micro-snapshot course and offers you actionable ideas to use right away.

**You can read it in 5 minutes - but its impact could last much longer**

## We'll explore:

- ❖ What psychological safety is - and why it matters now
- ❖ How it shows up (or disappears) in everyday team dynamics
- ❖ Six everyday habits that help leaders and teams build safety
- ❖ A proven four-stage model to assess and grow team culture
- ❖ Examples of what safety looks like in action



# What Is Psychological Safety?

## Definition:

Psychological safety is a shared belief that a team is safe for interpersonal risk-taking.

## When it's present:

- ❖ People raise concerns without fear.
- ❖ Mistakes are discussed, not punished.
- ❖ Diverse views are welcomed - even if uncomfortable.
- ❖ Trust grows and performance follows.

## When it's missing:

- ❖ Silence dominates meetings.
- ❖ Feedback is withheld.
- ❖ Innovation stalls.
- ❖ People disengage and turnover rises.

**“It’s not about being nice. It’s about speaking up - and feeling safe to do so.”**

# 6 Ways to Build Psychological Safety

These six behaviours were featured in our micro-course and can be used immediately by managers, HR, and team members:

## The Six Beaviours:

1. **Model vulnerability:** Admit mistakes and ask for help - it signals safety.
2. **Invite voices:** Ask “What are we missing?” or “Who else has thoughts?”
3. **Respond with gratitude:** Acknowledge contributions, even if you don’t agree.
4. **Address toxicity:** Don’t let silence signal approval.
5. **Set shared norms:** Agree how your team gives and receives feedback.
6. **Follow through:** Words build hope. Actions build trust.

### Micro tip from the course:

“If someone raises a concern today - how you respond will shape whether they ever raise one again.”

# The Four Stages of Psychological Safety

From Dr. Timothy Clark, here’s the roadmap to creating safe, high-performing teams:

Stage	What it Means	Example
1. Inclusion Safety	I feel accepted for who I am.	“I can speak freely without judgment.”
2. Learner Safety	I can ask, try, fail, and grow.	“It’s okay to say I don’t know.”
3. Contributor Safety	My work is valued.	“My skills and input matter here.”
4. Challenger Safety	I can challenge the way things are.	“I can say, ‘I see it differently’ - and still be heard.”

## Assess your organisation:

You can use this model to assess your team’s current culture - and plan what’s next.

# Want to Explore This Topic Further?

This guide is based on insights from our Micro Learning Snapshot: Psychological Safety - a short video course designed for time-poor teams and modern learning needs. It's Perfect for:

- HR-led team refreshers
- Leadership onboarding
- Lunch-and-learn style conversations
- DEI and wellbeing campaigns

Get in touch today - no pushy sales chat - just helpful support.

✉ [info@elearningplus.co.uk](mailto:info@elearningplus.co.uk)

🌐 Visit us: [www.elearningplus.co.uk](http://www.elearningplus.co.uk)

**Book A Discovery Call**

**Browse Our CPD Courses**

**Book a Demo of  
ZANDA360**

**eLearning Plus** 