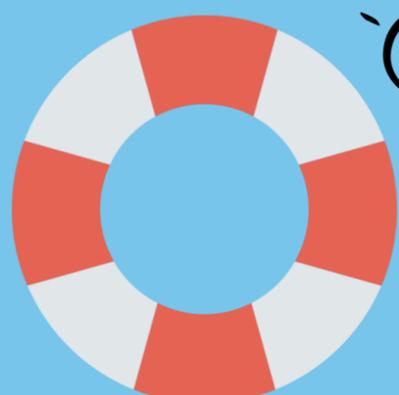# 5 tips to build Psychological Safety and confidence for OKR Achievement

1 Create a Safe Space

Foster an environment where team members feel comfortable sharing ideas, asking for help in OKR check-ins and admitting mistakes without fear of judgment.

2 Encourage Collaboration

Promote collaboration among team members, where help is freely offered and accepted. Working together where everyone recognises team success can boost confidence and lead to more effective OKR outcomes.

3 Set Stretch Goals

Encourage the setting of challenging OKRs that push team members to grow and develop new skills and ways of working. This will boost individual and team confidence when they recognise what they can achieve together.

4 Provide Constructive Feedback

Regular team check-ins are the lifeblood of OKRs. To build confidence and drive performance these should include feedback that focuses on improvement and success, not blame.
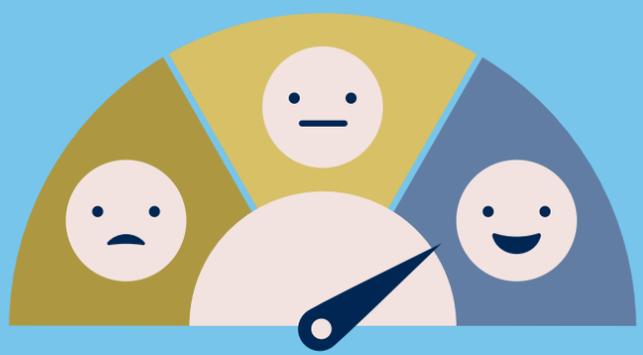
5 Celebrate Small Wins

Acknowledge and celebrate incremental achievements, reinforcing team members' confidence in their progress toward OKRs.

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