Small changes we can all make

to improve Psychological Safety at work

01

Encourage Diverse Perspectives

Micro-change: Proactively seek input from colleagues who may not typically speak up.

Explanation: Actively invite and consider diverse perspectives.

This helps in creating an inclusive environment where everyone feels comfortable sharing their ideas.

02

Express Vulnerability

Micro-change: Share challenges or learning experiences.

Explanation: Demonstrating vulnerability helps to break down barriers and encourages others to do the same. This openness fosters a culture where individuals feel comfortable admitting mistakes and seeking help when needed.

03

Use Inclusive Language

Micro-change: Be mindful of the language you use and ensure it is inclusive.

Explanation: Language plays a crucial role in creating a safe environment. Use inclusive language and avoid making assumptions. Encourage everyone to be aware of the impact of words to ensure everyone feels respected and included.

04

Celebrate Successes

Micro-change: Acknowledge and celebrate achievements, both big and small.

Explanation: Recognise and celebrate all successes. It reinforces the idea that contributions are valued and encourages a culture of appreciation.

05

Ask for & Provide Constructive Feedback

Micro-change: Proactively ask for and offer constructive feedback.

Explanation: Use a feedback model such as *Situation/Behaviour/Impact* to focus on specific behaviours and their impact rather than making it personal.

This approach of asking for, as well as providing feedback, encourages a culture where feedback is seen as a tool for growth rather than criticism.