

CULTIVATING PSYCHOLOGICAL SAFETY IN YOUR TRAINING ROOM



6 easy strategies to use with groups who are coming together for the first time or have worked together previously.

01



ESTABLISH INCLUSIVE GROUND RULES:

- Set the foundation for trust by co-creating ground rules with participants.
- Encourage open dialogue about expectations.

02



ACTIVE LISTENING:

- Model active listening to show respect for participants' opinions.
- Use reflective listening and paraphrasing to validate their thoughts and feelings.

03



ENCOURAGE VULNERABILITY:

- Share personal experiences to create a safe space for participants to open up.
- Emphasise that everyone's input is valuable, regardless of hierarchy or background.

04



GIVE CONSTRUCTIVE FEEDBACK:

- Share a constructive feedback method (e.g. S/B/I) to maintain a positive atmosphere.
- Emphasise the benefits of feedback on personal growth.

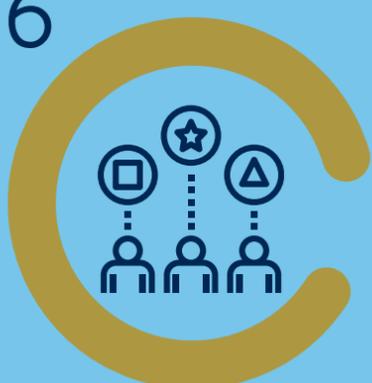
05



MANAGE CONFLICT EFFECTIVELY:

- Address any conflict promptly and respectfully.
- Provide tools for resolving disagreements, turning them into opportunities for growth.

06



CELEBRATE DIVERSITY & INCLUSION:

- Embrace and highlight the diversity within the group.
- Encourage participants to share unique perspectives, fostering a rich learning environment.