



PSYCHOLOGICAL SAFETY: A MEASURE OF TEAM INNOVATION?

Innovation is a known prerequisite of high-performing teams. Thus the caliber of a team can be gauged per its level of psychological safety—a proven variable that fosters group creativity.

The short podcast: [“WorkLife with Adam Grant”](#) explores how psychological safety has contributed to the success of The Daily Show (34 mins).

- *When listening to this segment: **Think about the ways in which you can apply the principles of psychological safety within your workplace?***

- Collaborative Leadership
- Diversity
- Mutual Respect
- Structure
- Trust

Our next *short* LinkedIn course for this PD Series: [Creating Psychological Safety for Diverse Teams](#) explains how individual differences are an inherent strength rather than a crutch for innovation (22 mins).

- Psychological safety enhances workplace creativity by removing the barriers of groupthink.

Throughout your week, reflect upon the **Principles of Psychological Safety** and assess the “quality” of your workplace with the below audit:

5-MINUTE PSYCHOLOGICAL SAFETY AUDIT:

- If you make a mistake in this team, will it be held against you?
- Are the members of this team able to bring up problems and tough issues?
- Do people on this team sometimes reject others for being different?
- Is it safe to take a risk on this team?
- Is it difficult to ask other members of this team for help?
- Would anyone on the team deliberately act in a way that undermines efforts?
- Working with member of this team, are unique skills and talents valued and utilised?

Edmondson, A. (1999) Psychological Safety and Learning Behaviour in Work Teams. *Administrative Science Quarterly*, 44: 350-383.