

# 4-step Improving **Psychological Safety Blueprint**



# Teams with psychological safety perform better, period.

- According to research from [Google's Project Aristotle](#), the **#1 most important factor** for high-performing teams was psychological safety.
- Teams with high psychological safety have more innovation, higher creativity, more inclusion, and better error prevention ([Harvard Business School](#))

## Four Quadrants of Psychological Safety

### Learner Safety

It's safe to:

- Discover
- Ask questions
- Experiment
- Learn from mistakes
- Look for new opportunities

### Challenger Safety

It's safe to:

- Challenge the status quo
- Speak up
- Express ideas
- Identify changes
- Expose problems



### Collaborator Safety

It's safe to:

- Engage in an unconstrained way
- Interact with colleagues
- Have mutual access
- Maintain open dialogue
- Foster constructive debate

### Inclusion Safety

It's safe to:

- Know that you are valued
- Treat all people fairly
- Feel your experience, and ideas matter
- Include others regardless of title/position
- Openly contribute

Source: [WWT](#)



# What is Psychological Safety?

*An environment where employees feel comfortable expressing their thoughts, ideas, and concerns without fear of negative consequences. Psychological safety means employees can be themselves and do their best work.*

Psychological Safety is necessary for highly engaged team benefits



More likely to stay in  
their company



More productive



More profitable

(Gallup)



# 4-step blueprint you can use today to improve Psychological Safety

1

Measure where  
you are today

2

Target  
team development  
to opportunities

3

Encourage  
consistency

4

Quantify your  
progress and ROI



# Measure where you are today

Focus your time and energy where it matters most.

Custom-tailor your team development program based on data-driven insights.

## What can you do?

Run a **employee engagement survey** to measure key opportunity areas  
*([email Henry](#) for our free one)*

**Surface signals** of risk-taking vs. risk-hedging with managers & teams

**Hire a consultant** or dedicated survey firm to run a 3rd party pulse survey



# Target team development to opportunities

Double down on strengths. Prioritize areas to focus on.

Always target and develop the highest leverage team dynamics.

## What can you do?

Map your survey results to a 1 year strategy of curated, science-backed trainings

Empower managers to feel like experts with tools to run their own team dev sessions

Employ thoughtful behavioral nudges to inspire desired and productive patterns

Dedicate 3-5 hours every quarter to develop your team's capacity



# Encourage consistency

Everyone is busy, and front-line managers feel the most burned out and overworked.

They can still do better for their teams. Diligence and consistency are the key.

## What can you do?

Encourage leaders to schedule team development time in advance so it's blocked on people's calendars

Recommend a regular cadence of every 6 weeks for team development activities

Ensure your leaders have the resources to deliver quality team development activities without adding too much work to their already full plates



# Quantify progress and ROI

Leaders need clear and meaningful results.

Take your victory lap with data insights and all the personal stories to back them.

## What can you do?

Run comprehensive engagement or pulse surveys quarterly and micro-surveys after every session to align impact with outcome

Ask your employees to share with reflections, stories, and pictures how they feel about your psychological safety and team development initiative

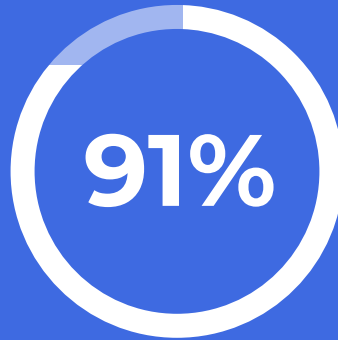


# Rising Team has run >600 Psychological Safety development sessions

Here are our results for benchmarking your own



*Agree or strongly agree*  
that they will **work more**  
**effectively** as a team



*Agree or strongly agree*  
that they **feel more**  
**connected** to colleagues



*Agree or strongly agree*  
that they **learned**  
**something valuable**

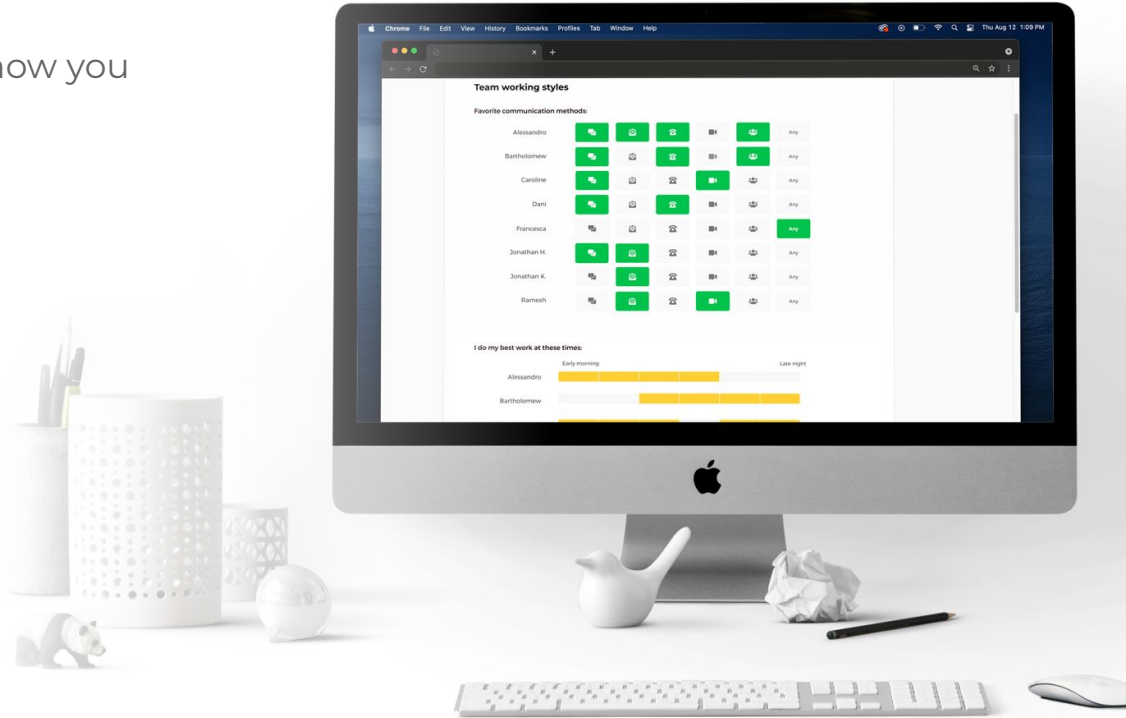


# Not sure where to start?

Rising Team can help!

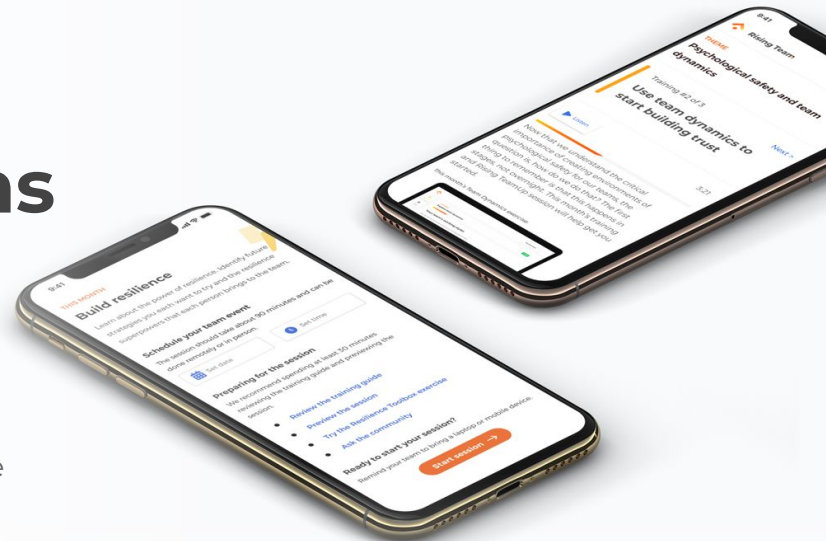
Schedule a short strategy call to find out how you can implement these concepts in your organization or teams.

[Schedule a strategy call now](#)



# Rising Team helps you develop & build your teams

Software to help managers run deeply connecting & powerfully productive team sessions without an outside facilitator



## Why teams love it

No facilitators or special experience required. We make it super simple for your team leads to run impactful team development sessions with their teams.



## Why HR professionals love it

Easy roll-out and tracking across your organization. Excellent reporting features to showcase results.

Used by organizations large and small



change.org



SpencerStuart

Bank of Hawaii



# People love Rising Team

"I have to say that this was probably the best team building exercise I've ever done. The simple login process and simple design got everyone off to a great start. The analysis was very insightful to our team on an individual level and more importantly, as a group. Thank you for creating such a great tool."

— **Product Manager**



"I've gone through my fair share of team bonding classes before and this one was the most effective one I have attended. Please continue to make material and courses; I'm looking forward to rising up with my team!"

— **Sr. Project Coordinator**



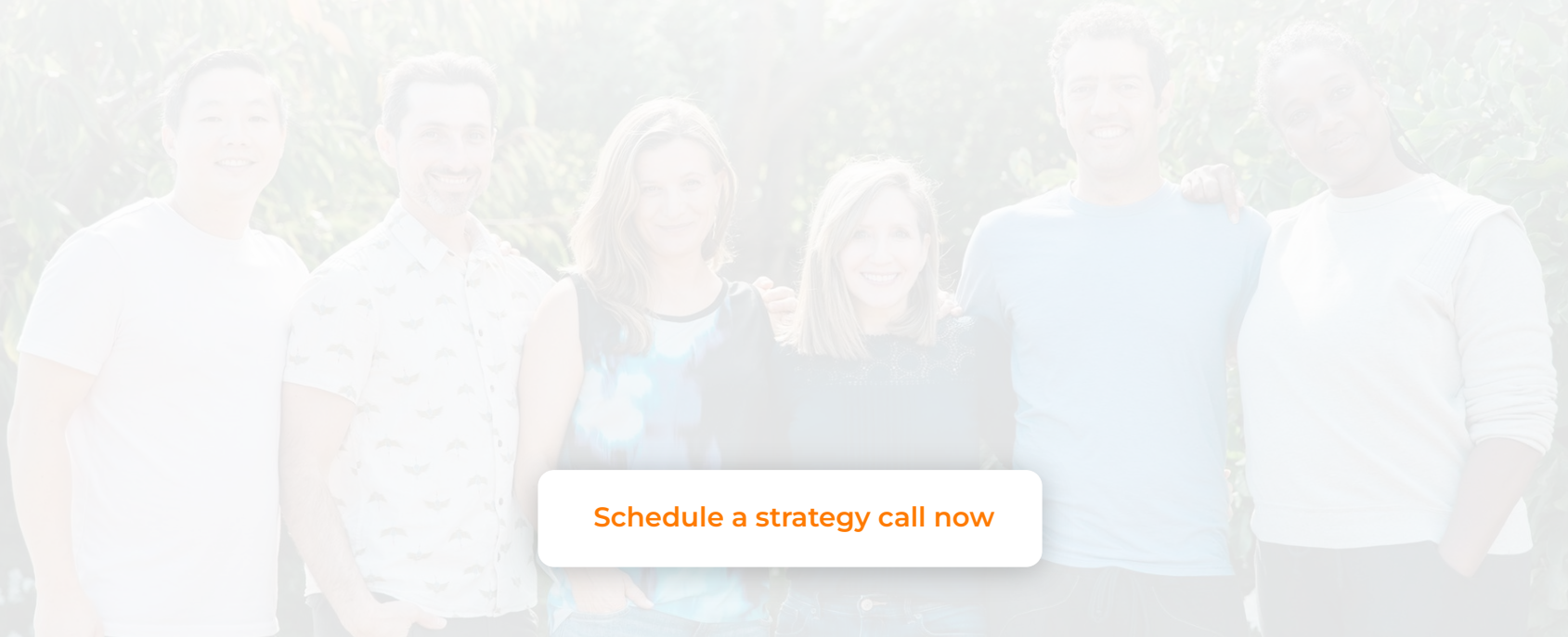
"My team members have reached out, individually, to thank me and express how much they enjoyed and learned from the workshop. We are all looking forward to next month!"

— **CEO**





# Thank You!



[Schedule a strategy call now](#)