

PSYCHOLOGICAL SAFETY BLUEPRINT

CURRENT STATE

What is our current level of PS? Does it vary by team / demographic / tenure etc?
What are our leaders doing that builds or damages PS?
How are our systems and ways of working supporting or degrading PS?
What further research or data do we need to build a full understanding of our current state?

ROI & BUSINESS CASE

What outcomes will improved PS drive?
What is the cost of low PS today?
Who are the key stakeholders who need to be aligned?
How will we measure and track progress?

ACTION: PSYCHOLOGICAL SAFETY LEVERS

LEADERSHIP

What expectations do we need to set for our leaders?
What support and development do we need to provide?
How will we hold leaders accountable?
How will we measure success?

SYSTEMS

Which processes do we prioritise improving?
What structural barriers do we need to remove / minimise?
How do we alter incentive structures to improve PS?
How will we measure success?

WAYS OF WORKING

What organisational norms need to be built or changed?
What team norms need to be built or changed?
How will we measure success?

SAVE

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