

Practical Tool 2: 5 minute Psychological safety audit:

You could use this within your team, department or whole school - don't forget to ask everyone to contribute their thoughts and act on the suggestions and ideas that come out of the exercise!

- 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 members of this team, are unique skills and talents valued and utilised?



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