

How to ensure psychological safety

Michael Moneypenny, Associate Postgraduate Dean Skills & Simulation, Clinical Lead for CSMEN

“That’s the wrong leg.”

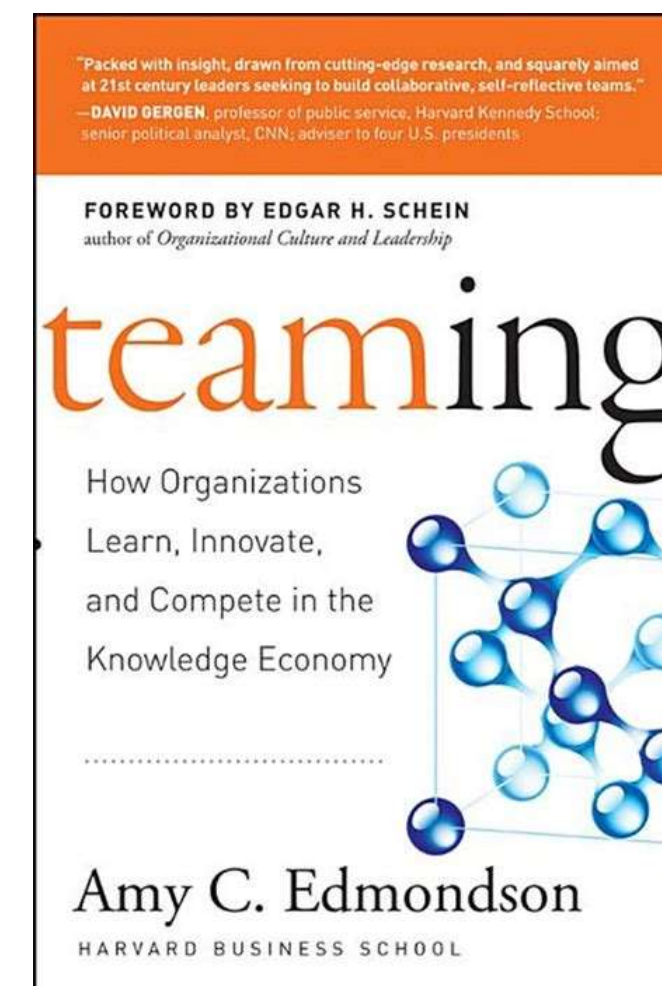
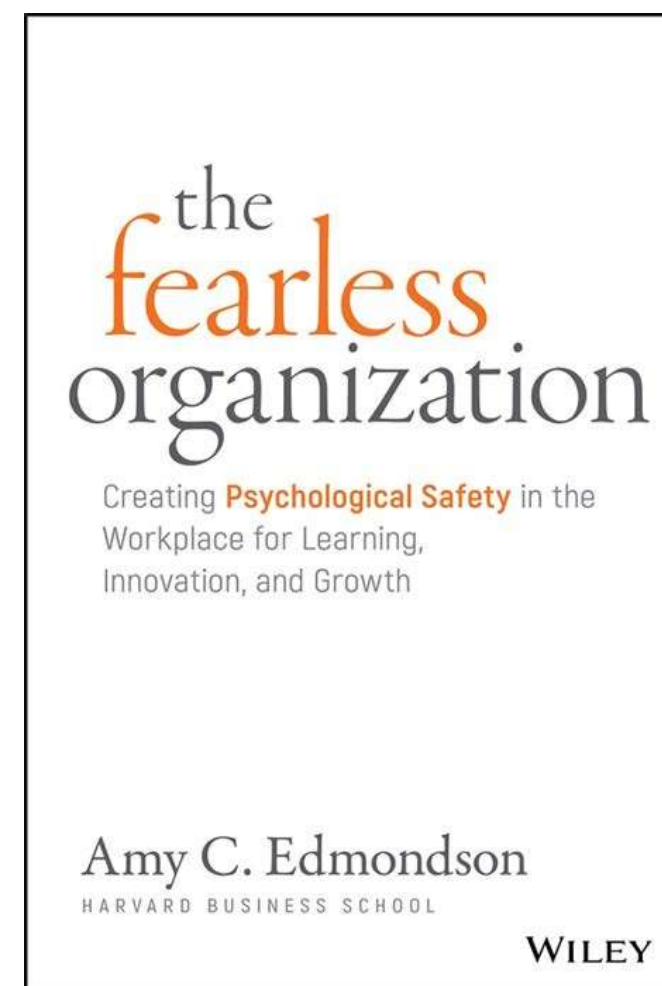
A climate in which people... feel comfortable sharing concerns and mistakes without fear of embarrassment or retribution.

They are confident that they can speak up and won't be humiliated, ignored or blamed.

They know they can ask questions when they are unsure about something.

They tend to trust and respect their colleagues.

- Amy Edmondson



<https://www.youtube.com/watch?v=LhoLuui9gX8>

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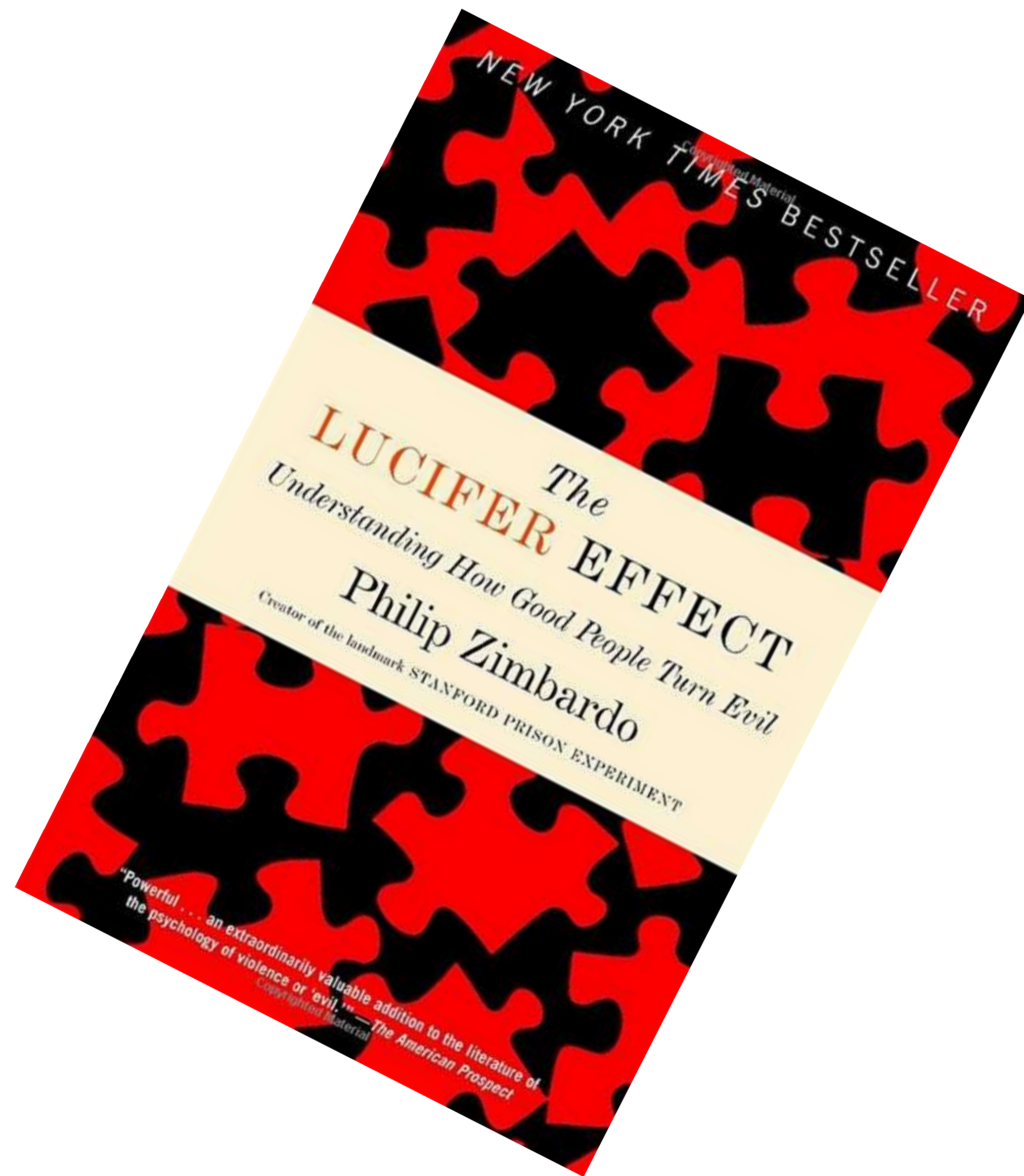
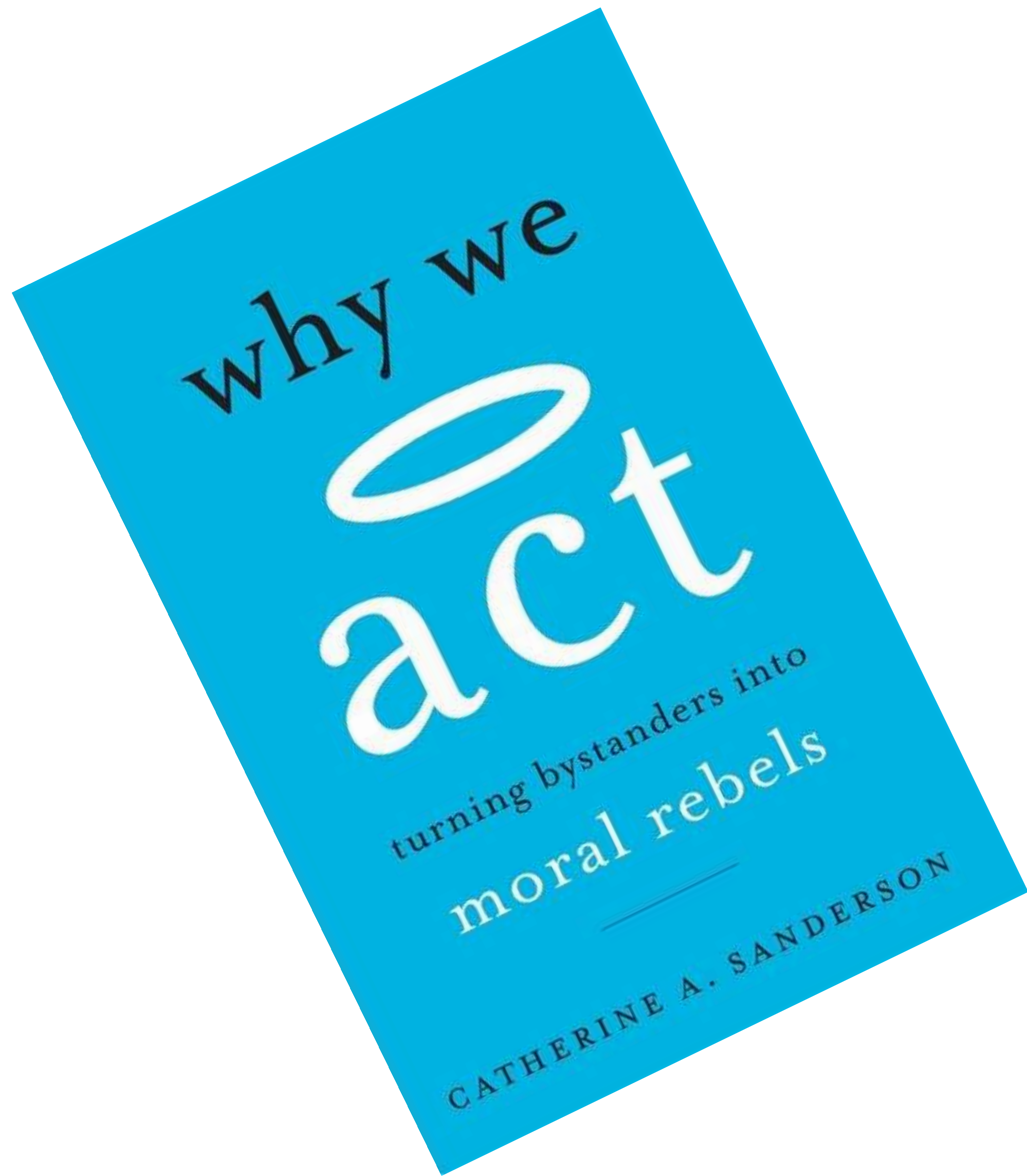


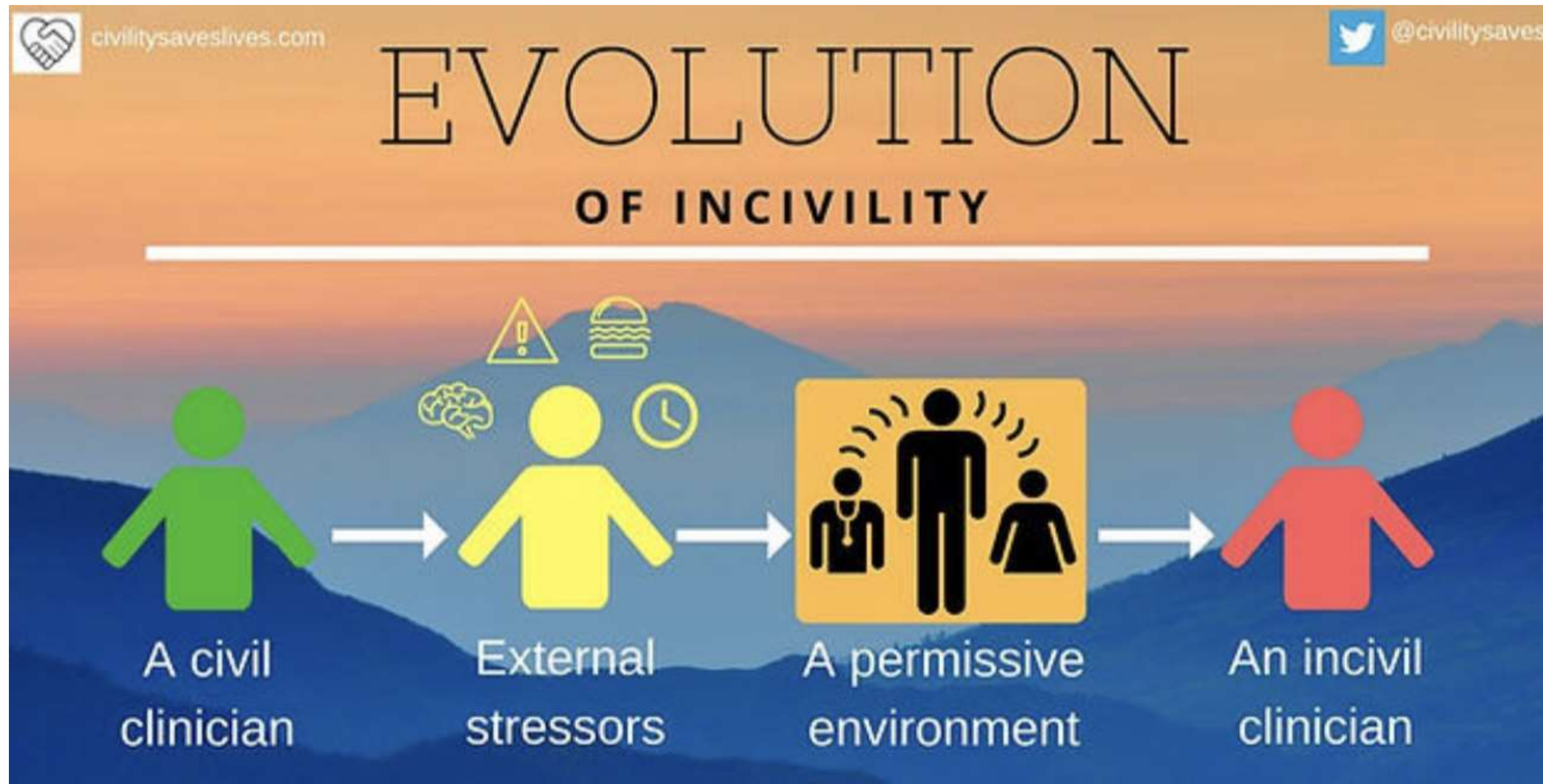
Project Aristotle

Google

🔍 Project Aristotle

“Of the five key dynamics of effective teams that the researchers identified, psychological safety was by far the most important.”





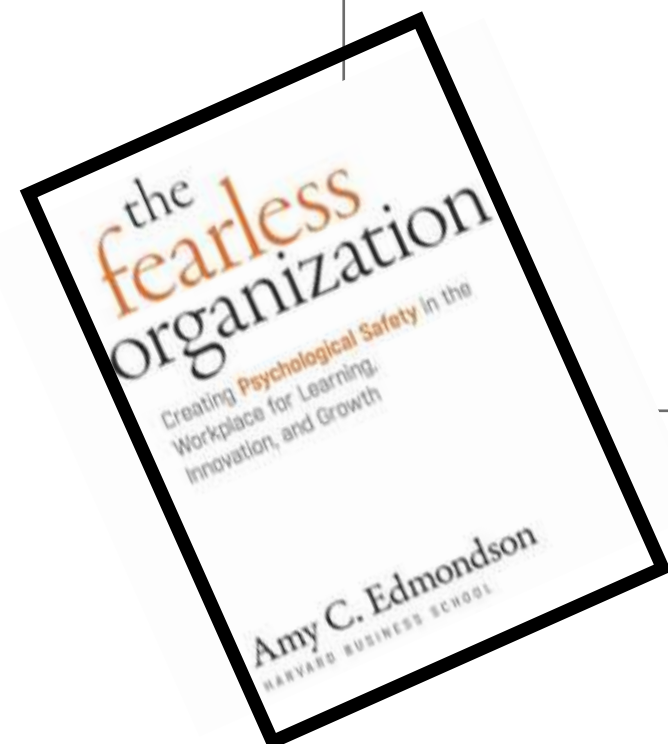
It only takes a few simple steps



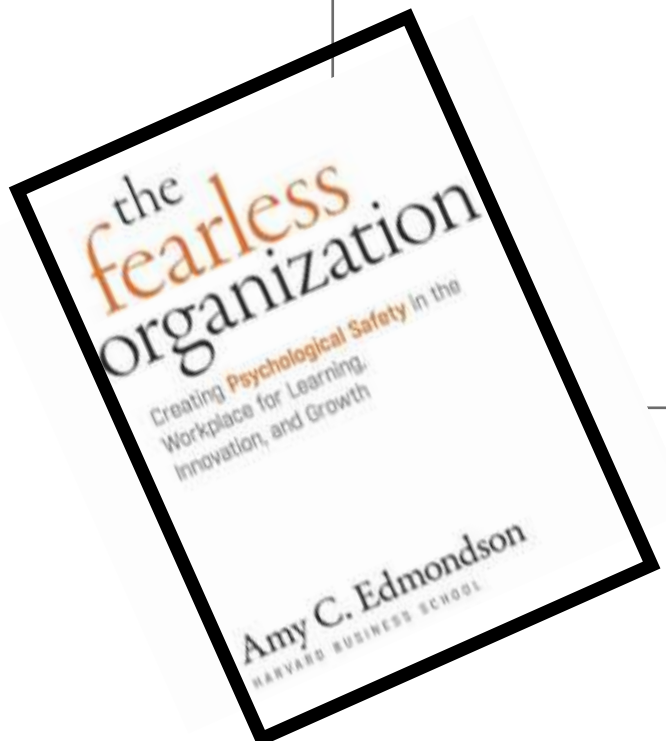
**Chris
Turner**

<https://www.youtube.com/watch?v=4RUIhjuCDO0>

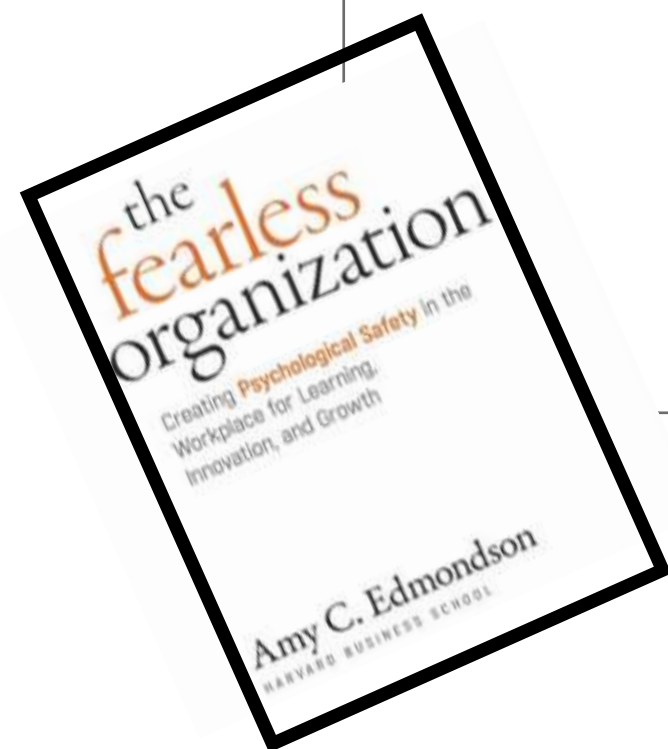
Setting the Stage		
<p><u>Frame the work</u> Set expectations about failure, uncertainty, and interdependence to clarify the need for voice</p> <p><u>Emphasize Purpose</u> Identify what's at stake, why it matters, and for whom</p>		



Setting the Stage	Inviting Participation	
<p><u>Frame the work</u> Set expectations about failure, uncertainty, and interdependence to clarify the need for voice</p> <p><u>Emphasize Purpose</u> Identify what's at stake, why it matters, and for whom</p>	<p><u>Demonstrate Situational Humility</u> Acknowledge gaps</p> <p><u>Practice Inquiry</u> Ask good questions Model intense listening</p> <p><u>Set up Structures and Processes</u> Create forums for input Provide guidelines for discussion</p>	



Setting the Stage	Inviting Participation	Responding Productively
<p><u>Frame the work</u> Set expectations about failure, uncertainty, and interdependence to clarify the need for voice</p> <p><u>Emphasize Purpose</u> Identify what's at stake, why it matters, and for whom</p>	<p><u>Demonstrate Situational Humility</u> Acknowledge gaps</p> <p><u>Practice Inquiry</u> Ask good questions Model intense listening</p> <p><u>Set up Structures and Processes</u> Create forums for input Provide guidelines for discussion</p>	<p><u>Express Appreciation</u> Listen Acknowledge and thank</p> <p><u>Destigmatize Failure</u> Look forward Offer help Discuss, consider, and brainstorm next steps</p> <p><u>Sanction Clear Violations</u></p>





Thank you!

michael.money penny@nhs.scot