

THE PSYCHOLOGICAL SAFETY CHECKLIST

LEADERSHIP
EVOLUTION
ACTIVATION
DISCOVERY

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A Quick Guide for Stronger Teams

Psychological safety is the belief that you can speak up, ask questions, take risks, and share ideas without fear of embarrassment, rejection, or punishment. It's not about being "nice." It's about creating an environment where people feel safe enough to contribute their best.

Use this checklist to reflect, assess, and take action.





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“What we found is that the best teams weren't necessarily the ones with the most talent, but the ones where team members felt safe to take risks and be vulnerable in front of each other.”

– CHRIS DUHIGG, 2016
The New York Times Magazine

THE 4 PHASES OF PSYCHOLOGICAL SAFETY

Research from Google identified four key phases teams go through as they build psychological safety. Use the checklist below to evaluate where your team is and what to focus on next.

<p>1 </p> <p>INCLUSION SAFETY We belong here.</p> <p>Team members feel accepted and valued for who they are.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Everyone feels welcomed and included. <input type="checkbox"/> People feel comfortable being themselves. <input type="checkbox"/> Differences are respected and appreciated. <input type="checkbox"/> New team members are integrated intentionally. 	<p>2 </p> <p>LEARNER SAFETY It's safe to learn.</p> <p>Team members feel safe to ask questions and admit mistakes.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Questions are encouraged and welcomed. <input type="checkbox"/> Mistakes are treated as learning opportunities. <input type="checkbox"/> People feel comfortable asking for help. <input type="checkbox"/> Feedback is requested and valued. 	<p>3 </p> <p>CONTRIBUTOR SAFETY My ideas matter.</p> <p>Team members feel safe to share ideas and contribute.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ideas are heard and considered. <input type="checkbox"/> People feel comfortable challenging the status quo. <input type="checkbox"/> Different perspectives strengthen our decisions. <input type="checkbox"/> Credit is shared generously. 	<p>4 </p> <p>CHALLENGER SAFETY We can challenge and hold each other accountable.</p> <p>Team members feel safe to speak up about tough issues.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Constructive disagreements are welcomed. <input type="checkbox"/> People feel safe calling out problems. <input type="checkbox"/> Accountability is expected and supported. <input type="checkbox"/> We address issues before they grow.
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 **YOUR ACTION PLAN**
Great teams don't happen by accident. They are built intentionally.

Choose 1–2 actions from your checklist results to focus on this month.

1. _____
Action Step: _____

2. _____
Action Step: _____

Review your progress regularly and celebrate small wins!

 **REFLECTION QUESTIONS**

- Where is our team strongest right now?
- Which phase needs the most attention?
- What is one thing I can do this week to build more psychological safety?

 **LEADERSHIP TIP**

Psychological safety is not a perk. It's a performance multiplier. When people feel safe, they bring their best.

*Lead with curiosity.
Communicate with respect.
Create the kind of culture
where great things
can happen together.*

REFERENCE:

Duhigg, C. (2016). What Google learned from its quest to build the perfect team. *The New York Times Magazine*, 26(2016), 2016.



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