

Safe To Speak Up: Fostering Psychological Safety

Organisations have a duty to engage with their workers; and engagement requires (among other things) that workers be given a reasonable opportunity to express their views and to raise work health and safety issues (among other matters).

Central to giving workers a reasonable opportunity to speak up is ensuring they feel it is safe to do so, a concept known as *psychological safety*. Psychological safety has been described as “a condition in which people feel included and safe to learn, contribute, and challenge the status quo, without fear of embarrassment, marginalisation, or punishment” (Clark, 2020).

A culture of psychological safety is one where people are able to:

- Speak up openly and honestly
- Admit mistakes
- Share ideas, learnings, and concerns
- Make better decisions
- Operate at their best.

Safe To Speak Up is a workshop programme designed to give leaders the understanding, tools, and confidence to foster a culture of psychological safety in their teams and across their organisations.

Get in touch with us at team@leadingsafety.co.nz to find out more about how *Safe To Speak Up* can support your leaders to connect more meaningfully with workers, unlock the full potential of your engagement strategies, and set your organisation up for greater success.