

# PSYCHOLOGICAL SAFETY

- I'm not sure I've covered all the bases
- We may not get this 100% right straight away
- You care about this company, what are your thoughts?
- If there was a flaw in my thinking, what might it be?
- What concerns might others have if we saw it through their eyes?
- What might the change look or feel like from X lab's perspective?
- How is everyone feeling about this?
- If you had to give me some advice...
- Has anyone got any feedback, even if it feels hard to raise?
- Is anyone comfortable to share what we might be missing?
- What are 3 strengths with the plan so far, and let's think about 3 possible weaknesses or blindspots
- Tell me more...
- Reinforce when people are vulnerable, honest or show courage speaking up It can't have been easy to raise that
- What would we do if we had our time again?
- What's on your mind?
- We will make mistakes.
- 'What did we learn this week?' a regular agenda item
- Don't infer people should 'all be on the same page'
- Changing your mind or sharing a mistake is strength, not weakness
- Ask for setbacks and challenges, not just good news
- Celebrate and acknowledge learning as well as achievements
- Welcome questions