



The Neuroscience of Psychological Safety

Foster a climate where people speak up, learn, and innovate.



What if most people in your organization don't feel psychologically safe in the workplace?

Research shows it's true.

57%

of individual contributors, who make up the majority of employees in an organization, report the lowest levels of psychological safety.¹

If team members don't feel safe, then your organizational performance suffers.

What's missing? A reliable climate of psychological safety.

Leaders who foster psychological safety value people expressing their thoughts, dissenting, and inquiring. It doesn't mean discussions are comfortable or easy. It means they happen without fear of judgment or backlash.

In collaboration with Harvard Business School professor **Amy Edmondson**, the premier expert on psychological safety, NLI has developed a set of science-backed principles and actionable habits to help organizations create the conditions for psychological safety where it's needed most.

NeuroLeadership Institute (2022). *Psychological Safety Climate Survey* [Unpublished raw data].

Introducing:



TEAM

The Neuroscience of Psychological Safety

TEAM helps employees at every level:

Set the stage

To establish team engagement and clarity.



Invite participation

To increase the quantity and quality of ideas.



Respond thoughtfully

To acknowledge and advance thinking.



With the right habits, a climate of psychological safety can emerge in all teams.

Individuals will be engaged and committed to their organization. Teams will become more agile, innovative, and effective. And organizations will benefit from greater retention, information sharing, and adaptability.



Ready to help your organization develop the skills to create a climate of psychological safety?

Email your client advisor at:
northamerica@neuroleadership.com.