

Psychological Safety

This interactive team activity is all about getting to grips with the meaning of psychological safety in the workplace and the kind of behaviours that build a 'safe' environment where everyone can thrive.

 1 hour + debrief

 4-24 (up to four teams of 4-6 per team)

 For staff at any level

 No computer program

 495 (hard & digital copy) or 445 (digital copy) ex VAT



FACTSHEET



Psychological Safety



Learning objectives

- to identify key issues in psychological safety
- to allow teams to experience both 'safe' and 'unsafe' environments
- to show how a culture of psychological safety brings benefits in terms of improved staff performance and morale boost

About the activity

Part 1 involves teams discussing a straightforward topic. Each member of the team has their own Briefing Card (which they cannot show to other team members, but they can share verbally).

Team members are primed to behave in a way that is not conducive to harmony and good decision-making. They are briefed to be critical, not to include other members of the team, to remain in silent disapproval or to simply ignore other team members' ideas.

This contrived situation reflects the kind of behaviours that often inhibit useful interaction and lower morale.

Teams reflect on the session and what the issues were. They work through an interim Questionnaire sharing their experiences of feeling psychologically unsafe and the impact it had on them and the efficiency of their section or department.

Part 2 follows a similar structure to Part 1 but this time the Briefing Cards ensure everyone feels welcome, valued and able to say what they feel.

Such an approach leads to a more productive, enjoyable, open interaction in a harmonious and welcoming atmosphere.

Overall the activity moves from the negative aspects associated with a lack of psychological safety to ways of ensuring a culture of safety and inclusion.

This has great benefits for any organisation. It's all about mutual respect and understanding.

Pack contents

- Trainer's Notes
- Part 1: Set of Briefing Cards (1.1-1.6)
- Questionnaire
- Part 2: Set of Briefing Cards (2.1-2.6)

This activity is supplied as a hard copy pack and the digital files are supplied via the Northgate Trainerhub (or you can purchase the digital files only).

Five-year licence

This Northgate training activity comes with a five-year licence for repeat use with up to 24 participants. A licence is required for each site (or remote hub). To use with larger groups or for multiple site licences please contact Northgate for a quote.

Ideally suited to

Any team wishing to build greater understanding, respect and inclusion at work. The activity supports participants in recognising unhelpful behaviours, experiencing their impact, and exploring how psychologically safe cultures enable people to contribute confidently and work more effectively together.

Psychological Safety

Customer reviews

“We've got tonnes of Northgate's activities to support our training. Each activity comes with a complete set of instructions and resources for the (many) subjects. We certainly can't create anything like that and people *enjoy* them very much. Northgate activities help us a lot to *bring the theory to life*.

Bruce Au, Senior People Development Manager, A.S. Watson Group

“Northgate activities are great because they deliver effective learning outcomes and they are easy to facilitate. But above all, they are *engaging and fun!*

John Croper, Co-Founder, Pyramid Learning

“Northgate activities are *fantastic!* They're really supporting our talent programmes that we're running.

Holly Drew, Learning & Development Partner, Haven

FACTSHEET



Trainer's role (full guidance supplied in Trainer's Notes)

- Introduce the activity in plenary session.
- Arrange participants into teams - up to four teams with 4-6 per team. Issue a set of **Part 1 Briefing Cards**, one card per team member, to each team to discuss. The cards are weighted to ensure a lack of psychological safety!
- Teams reflect on how the discussion went and draw their own conclusions, which are discussed at a debrief.
- Rearrange participants into new teams and issue the interim **Questionnaire** and allow team members to share their experiences in the workplace. How 'safe' do they feel, for example, in speaking up in a group, without fear of being ignored or belittled.
- After a brief summing up, move on to the final part of the activity.
- In new teams, issue **Part 2 Briefing Cards**, one per team member. A second discussion takes place - where the information this time is weighted in favour of positive attitudes among the teams.
- Debrief the session using guidance and key points supplied in the Trainer's Notes.

Northgate says...

Psychological safety helps create trust among staff. It encourages open communication, learning from mistakes, engagement and boosts performance and wellbeing.

Ordering is easy!

northgatetraining.co.uk

+44 (0)1225 484990

sales@northgatetraining.co.uk

Delivery

Digital files are accessed via our online Trainerhub and the hard copy pack is sent via courier:
£15 UK (next working day)
£29 Europe (1-3 working days)
£39 International (1-5 working days)

Our guarantee

If you are not 100% happy we offer a 30-day no-quibble returns service on unused goods.



Northgate customers

