



Assessing Team Psychological Safety - Survey

Psychological safety is a crucial aspect of team dynamics, referring to the shared belief that the team is safe for interpersonal risk-taking. It allows team members to feel accepted and respected, fostering an environment where they can express themselves without fear of negative consequences.

Research by Amy Edmondson has shown that psychological safety is linked to higher levels of learning, collaboration, and performance within teams. In his book, *The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation*, Timothy R. Clark discusses each stage in detail: Inclusion Safety (feeling included), Learner Safety (feeling safe to learn, ask questions, take risks, and make mistakes), Contributor Safety (feeling safe to contribute one's strengths to benefit the team), and Challenger Safety (feeling safe to challenge the status quo, suggest new ideas, and innovate).

Author

This tool was developed by Michelle Watson-Grant.

Goal

This tool aims to gauge the level of psychological safety within teams, identifying strengths and areas for improvement to foster a more supportive and inclusive work environment.

Advice

Ensure that the assessment is conducted in a confidential and non-judgmental manner. Share the purpose of the assessment with your team and your commitment to cultivating a psychologically safe team environment. Encourage honest and thoughtful responses, and use the results to facilitate open discussions and actionable improvements.

References

Edmondson, A. C. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44(2), 350-383.

Clark, T. R. (2020). *The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation*. Berrett-Koehler Publishers.

Assessing Your Team's Psychological Safety

Introduction

This assessment is designed to measure the level of psychological safety within your team across four key areas: Inclusion Safety, Learner Safety, Contributor Safety, and Challenger Safety. The results will help identify areas where the team feels safe and supported, as well as areas needing improvement.

How to Use the Tool

Step 1: Distribute the Assessment

Share the assessment with all team members, ensuring they understand the importance of honest and thoughtful responses.

Step 2: Collect Responses

Gather the completed assessments, ensuring the confidentiality and anonymity of each team member.

Step 3: Analyze Results

Calculate the scores and identify patterns and key insights.

Step 4: Facilitate Discussion

Present the findings to the team and facilitate an open discussion.

Step 5: Develop Action Plan

Collaboratively create an action plan to address areas needing improvement.

Step 6: Follow Up With Your Team

- **Prepare a Summary Report:** Visualize the data, highlight key findings, and summarize the main insights.
- **Create a Safe Environment for Discussion:** Emphasize the goal of improvement, ensure confidentiality, and set a positive tone.
- **Present the Findings:** Start with positives, discuss areas for improvement, and facilitate an open discussion.
- **Develop an Action Plan:** Set specific, measurable goals, assign responsibilities, and set timelines.
- **Follow Up:** Schedule regular check-ins to review progress and make adjustments as needed.

Assessing Team Psychological Safety

Instructions: This anonymous assessment is designed to gauge the level of psychological safety within our team. Please answer the following questions honestly. For questions 1-9, use the scale provided, from 1- Strongly Disagree to 5 - Strongly Agree. The 10th question is open-ended.

Category	Question	1	2	3	4	5
Inclusion Safety	1. How comfortable do you feel being yourself at work?					
	2. Do you feel accepted by your team members regardless of your background or identity?					
Learner Safety	3. How safe do you feel asking questions or seeking help when you don't understand something?					
	4. Are you encouraged to learn from your mistakes without fear of negative consequences?					
Contributor Safety	5. Do you feel that your ideas and contributions are valued by your team?					
	6. How often do you get opportunities to use your strengths and skills in your work?					
Challenger Safety	7. How comfortable are you with challenging the status quo or suggesting new ideas?					
	8. Do you feel that your team supports constructive feedback and open discussions?					
Overall Safety	9. How safe do you feel overall in your team environment?					

Scoring Guide

Inclusion Safety	Learner Safety	Contributor Safety	Challenger Safety	Overall Safety
Q1-2: 1-5	Q3-4: 1-5	Q5-6: 1-5	Q7-8: 1-5	Q9: 1-5

Total Score Calculation

- Add up the scores from all the questions (excluding the open-ended question).
- The maximum possible score is 45.

Interpretation of Scores

- **36-45: High Psychological Safety** - The team member feels very safe and supported in all aspects.
- **26-35: Moderate Psychological Safety** - The team member feels generally safe but there are areas for improvement.
- **16-25: Low Psychological Safety** - The team member has significant concerns about psychological safety.
- **0-15: Very Low Psychological Safety** - The team member feels unsafe and unsupported in many aspects.