



Individual Action Plan for Cultivating Team Psychological Safety

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).

A 2024 study published in *MIT Sloan Management Review* found that ongoing skills training for executives, particularly in areas related to psychological safety and perspective-taking, leads to improved business outcomes, including revenue growth. This underscores the importance of continuous, intentional development of leadership skills to maintain and enhance psychological safety over time.

Author

This tool was developed by Michelle Watson-Grant.

Goal

This tool aims to support individual leaders in creating an action plan to cultivate team psychological safety.

Advice

Be Honest and Reflective: Approach action-planning with honesty based on insights into your strengths and areas for improvement.

Set Clear Goals: Use the results from assessments to set specific, actionable goals for enhancing psychological safety within your team.

Seek Feedback: Regularly seek feedback from your team to understand their perspectives and make necessary adjustments.

Commit to Continuous Improvement: View this as an ongoing process and continuously work on fostering a supportive and inclusive environment.

Leverage Resources: Utilize available resources, such as training, coaching, and literature, to support your growth.

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.

Hugander, P., & Edmondson, A. C. (2024). Skills training links psychological safety to revenue growth. *MIT Sloan Management Review*, 65(1), 1-5.

Individual Action Plan for Cultivating Team Psychological Safety

Leader's Name: _____ **Date & Time:** _____

Assessment Summary

Name of Assessment: _____ **Date Completed:** _____

Assessment Scores

Inclusion Safety	Learner Safety	Contributor Safety	Challenger Safety

Strengths	Areas for Improvement

(What specific goals and objectives will guide your action-planning?)

(What specific goals and objectives will guide your action-planning?)

Action Steps

(What specific actions will you take to grow your capacity in each area?)

Inclusion Safety:

Learner Safety:

Contributor Safety:

Challenger Safety:
