

Neap

Everyone deserves a little couch-time.



How to Cultivate Psychological Safety

Presented by: Prof. Favor Campbell



Psychological Safety....

Allows employees to always feel that they can act and engage within a team setting without fear of rejection, embarrassment, or negative consequences.

Essential in the workplace.

One of the most important factors that leads to higher performance and satisfaction among employees.

“Nearly everything we value in the modern economy is the result of decisions and actions that are interdependent and therefore benefit from effective teamwork.”



*Amy Edmundson, PhD., Harvard Business School
Author of “The Fearless Organization”
Developer of the concept of Psychological Safety*

“Hiring talented individuals is not enough. They have to be able to work well together.”

“Today's employees, at all levels, spend 50% more time collaborating than they did 20 years ago.”

“The fearless organization is one in which interpersonal fear is minimized so that team and organizational performance can be maximized in a knowledge intensive world.”

Key Takeaways

- Learn how to identify and leverage employee strengths to create a positive work environment.
- Understand the importance of becoming self-aware in order to uncover bias that may impact workplace civility.
- Discover how to promote psychological safety with authentic leadership.





No Psychological Safety



Cost to the Employee



Cost to the Organization



People Suffer Trauma

Health Problems

Absenteeism

Productivity and Implicitly Revenue
Decreases

Poor Decision Quality

Inability to Retain High
Skilled Workers

Innovation and Performance Drop

Low Satisfaction

Low Engagement

Low Innovation &
Productivity

Psychological Safety Myths

#1-Psychological Safety is the Goal

#2-Is About Being “Nice”

#3-Means Freedom From Conflict

#4-Accepts All Ideas

#5-Is About Opting Out of High Performance



Psychological safety=Employees are more afraid NOT to speak up

Satisfied Customer-----Damage Causing Angry Tweets

Nailing a Complex Medical Situation-----Sending Patient Home Too Soon

Near Miss of Any Catastrophic Event-----Catastrophic Industrial Accident

Strong Business Performance-----Headline Grabbing Failure

Takeaway #1

Learn how to identify and leverage employee strengths to create a positive work environment.

Identifying and leveraging employee strengths



Positive Work Environment



How do you identify employee strengths??

- Companies need employees with different skill sets to better their organizations.
- The strengths you bring to the workplace are an advantage for both you and your employer.
- Allows you to set goals and find the best role to complement the strengths you bring to the workplace.





The Power of Strengths



The best way for people to grow and develop is to identify how they most naturally think and behave.

Research conducted by Gallup revealed that building employee strengths is far more effective to improving performance than trying to improve weaknesses.

When employees know and use their strengths, they are more engaged, perform better, and less likely to leave their company.

Steps to Creating a Strengths Focused Culture

- ❖ Projects should align with best fits
- ❖ Build a diverse team
- ❖ Encourage outside the box thinking
- ❖ Adopt a transparent policy

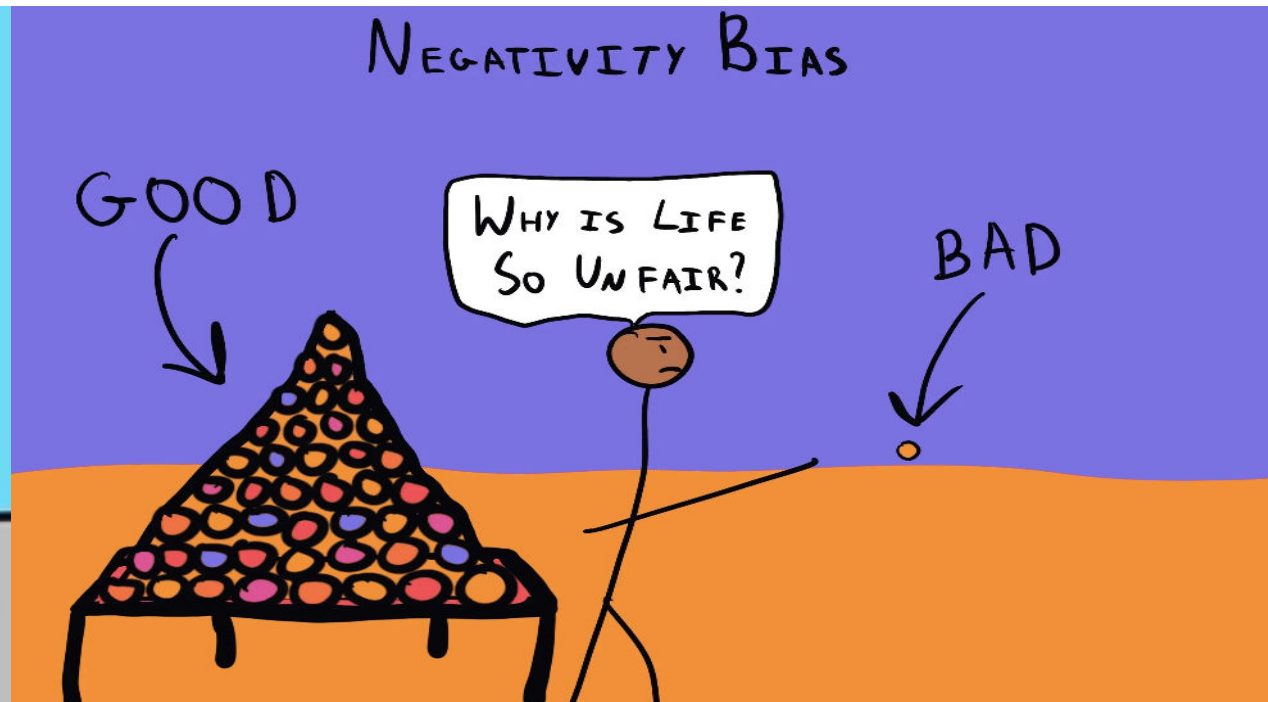
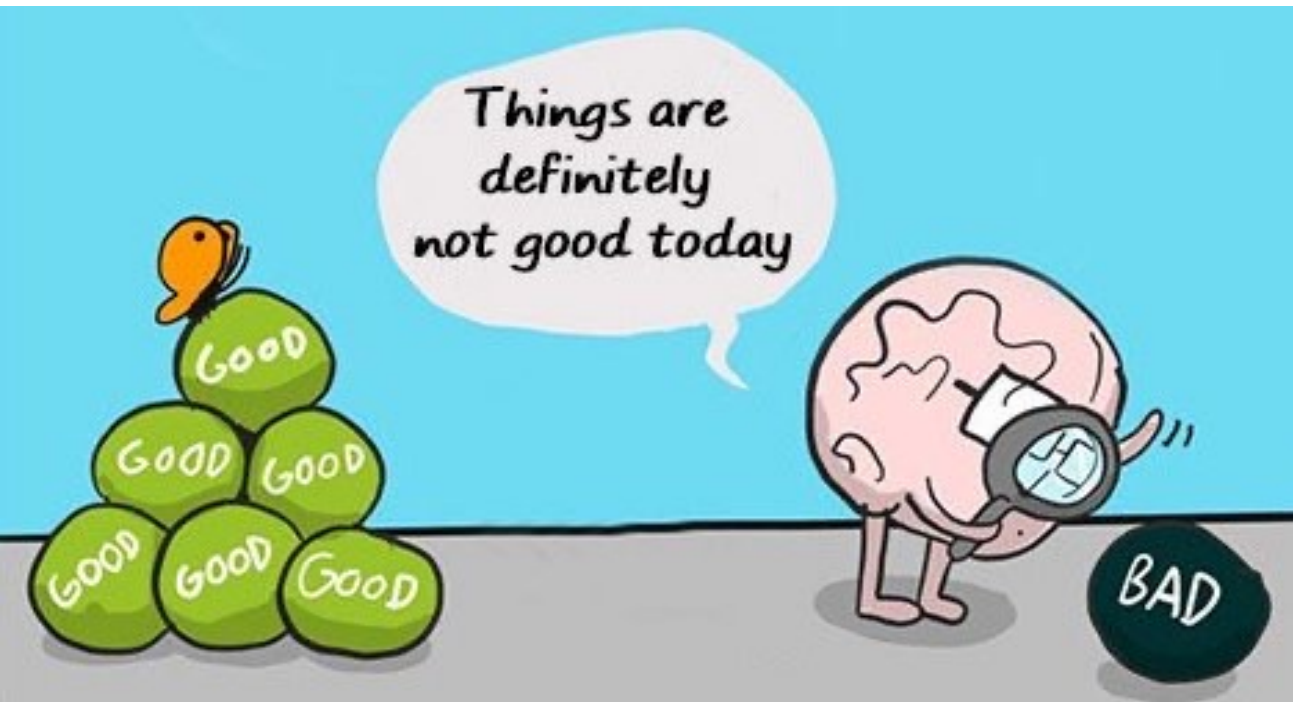


<https://www.entrepreneur.com>, 2016

When Employees Leverage Their Strengths

- ❖ Helps you find the best role
- ❖ Increases your productivity
- ❖ Sets you up for leadership
- ❖ Allows you to grow



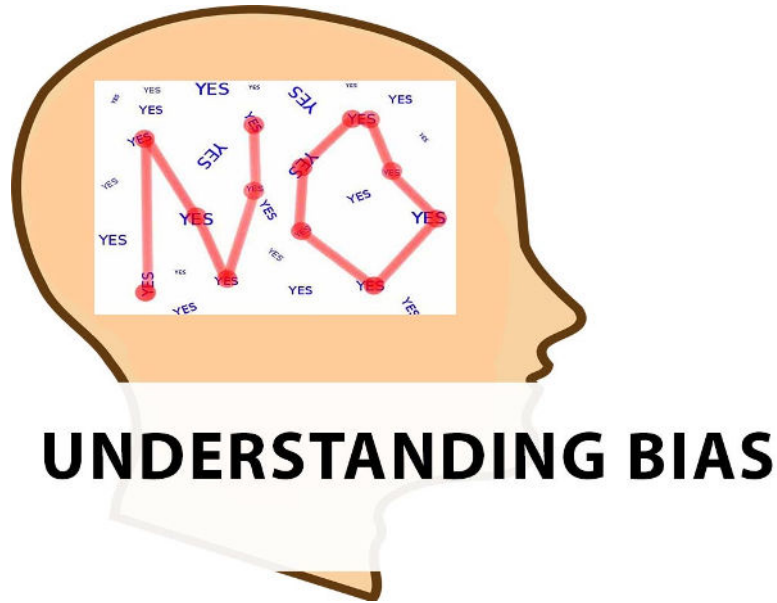


Takeaway #2

Understanding the importance of becoming self-aware in order to uncover bias that may impact workplace civility.

Bias

- A tendency, inclination, or prejudice toward or against something or someone.
- Some biases are positive and helpful.
- Are often based on stereotypes, rather than actual knowledge of an individual or circumstance.
- Such cognitive shortcuts can result in prejudgments that lead to rash decisions or discriminatory practices.



Cognitive Bias

A strong, preconceived notion of someone or something, based on information we have, perceive to have, or lack.

Generally involve decision-making.



Types of Cognitive Bias

- Anchoring Bias
- Halo Effect
- Confirmation Bias
- Affinity Bias

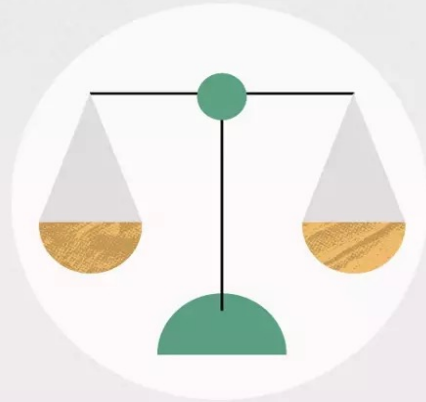
- Gender Bias
- Ageism
- Name Bias

Stereotypes Prejudice Unfair
Research Behavior Beliefs
Groups UNCONSCIOUS
Measure BIAS Implicit
Reaction BIAS Respect
Corporations Decisions Race
People Social Subconscious
Judgement Hidden Ethnicity
Cognition Preferences Gender

Benefits of tackling unconscious bias



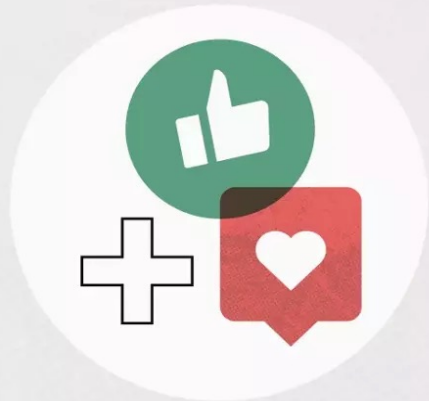
Attracts
diverse talent



Leads to fair
decision-making



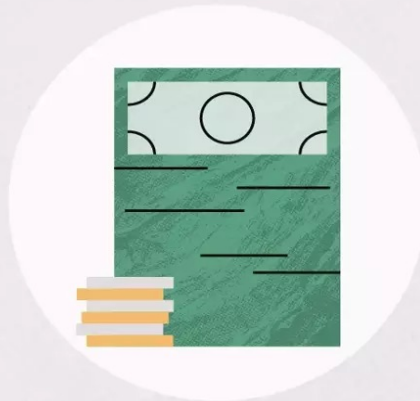
Encourages creativity
and innovation



Improves employee
engagement



Results in higher levels
of productivity



Increases
company revenue

Diverse Talent= Wide talent pool

Fair Decision Making= Helps
improve company's performance
and revenue

Creativity/Innovation= Fresh ideas

Employee Engagement= Related to
diversity. Job satisfaction is higher

Productivity= More efficient project
management and implementation

Company Revenue= Diverse
companies have higher than
average profitability

Takeaway #3

Discover how to promote psychological safety with authentic leadership.



Authenticity Defined:

Representing one's true nature or beliefs; true to oneself

Not false or copied

True to ones own personality, spirit, or character

Real and genuine



Authenticity at Work

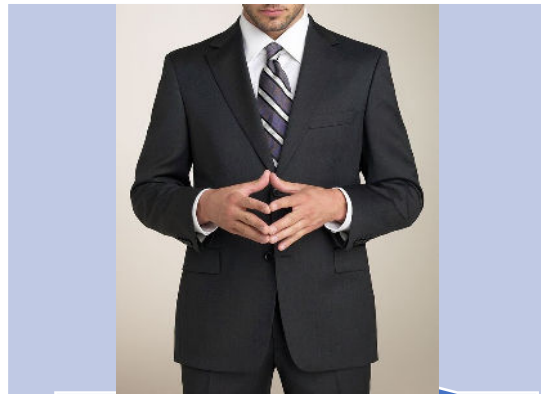
Most of us engage in self-presentation in the workplace.



Some feel they cannot freely express themselves



Some feel they can't share their sense of humor



Some feel like they have to have it "all together"

We actively manage our behavior, emotions, or the way we are perceived by co-workers/bosses.

Authenticity at Work

Researchers found that the greater employees' feelings of authenticity were, the greater the job satisfaction, engagement, and self-reported performance.

Finding a balance is crucial!

BALANCE=Being true to ourselves while flourishing and finding success within our companies.



What Does Authentic Leadership Look Like?

❖ Self-awareness

Understanding yourself, employees, organization, and vision

❖ Genuineness, modesty, & humility

Sharing glory with team

❖ Empathy & ethics

Decision making with integrity & support of team

❖ Results-focused

Empowers you to create a future & energize employees



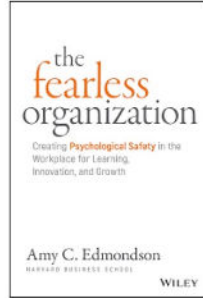
Conclusion....

Psychologically safe cultures
require authentic leadership

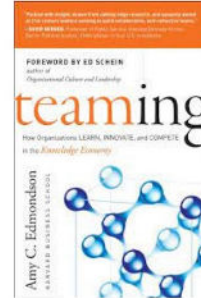


PSYCHOLOGICAL SAFETY IN THE WORKPLACE

RESOURCES & PRACTICAL TOOLS



This book gives practical guidance for teams and organizations who are serious about success in this modern economy. This book explores the culture of psychological safety and provides a blueprint for bringing it to life.



"Teaming" shows that organizations learn when the flexible, fluid, collaborations they encompass are able to learn. This book examines how collaborative learning works and gives tips on how to do it well, among many other insightful tools.

STRENGTH FINDERS RESOURCES

<https://high5test.com/cliftonstrengths-free/>

HIGH **5** TEST

<https://www.gallup.com/cliftonstrengths/en/252137/home.aspx>

GALLUP®

AUTHENTIC LEADERSHIP RESOURCES

<http://www.ceohsleadership.com/wp-content/uploads/2020/03/authentic-leaders-promote-psychological-safety.pdf>

<https://www.forbes.com/sites/forbescoachescouncil/2022/05/02/the-leadership-strategy-to-creating-workplace-psychological-safety/?sh=1e4d69621109>

FOR MORE INFO. ON YOUR SPEAKER VISIT
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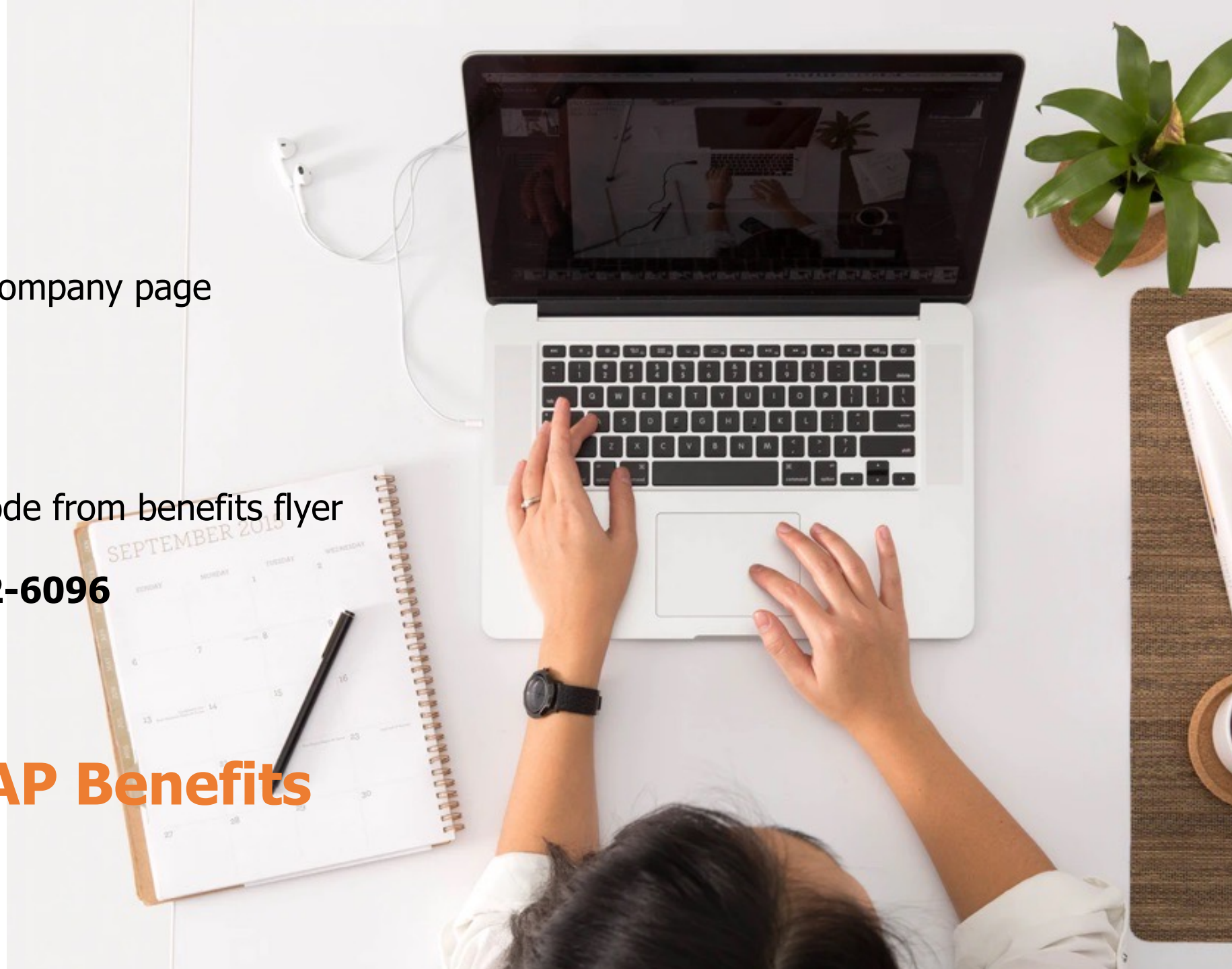


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LIFE COACHING



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- Engage in up to 5 follow-up meetings to help recalibrate, refresh, and progress with your goals.
- Your progress towards any goal – career, parenting, relationship, time-management – can be enhanced by working with your Life Coach.

The path to personal and professional success is not always clear.

A Life Coach can help by guiding you through a thought-provoking, creative process of reflection and goal setting to maximize your potential and navigate life transitions.

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