

# NEELY EAP NEWSLETTER

JUNE 2026



## QUARTERLY WEBINAR

Join us for our quarterly webinar on...

Psychological Safety:  
Reducing Fear  
So Employees Think,  
Speak & Innovate

06/26/26 | FRIDAY  
2:00 PM CENTRAL TIME

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TO REGISTER](#)

## WELLNESS SEMINAR

Join us for a month of seminars on...

Accountability &  
Follow-Through: Soft  
Skills That Build Trust  
and Reliability

06/18/26 | THURSDAY  
2:00 PM CENTRAL TIME

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**VIEW ON-DEMAND TRAINING ARCHIVE:**  
<https://neelyeap.com/eap-resources>

## LETTER FOR LEADERS

Helpful resources from your EAP

## WELCOME

The leadership newsletter is designed to provide EAP support to supervisors and managers. Making an informal referral (friendly referral) or formal referral can be challenging without training. In addition, the content will educate and promote program features that help leaders focus on the well-being of their employees. EAP services are free and readily accessible to the entire company and their family members.

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# Psychological Safety: Reducing Fear So Employees Think, Speak, & Innovate

**What if the biggest barrier to your team's performance isn't skill, strategy, or resources... but fear?**

## What Is Psychological Safety?

Psychological safety is the belief that you can speak up, ask questions, admit mistakes, or challenge ideas without fear of humiliation, retaliation, or being shut down. Harvard Business School professor Amy Edmondson, who coined the term, describes it simply: employees feel safe to take interpersonal risks (Edmondson, 1999). It is not about comfort or conflict avoidance. It's about creating the conditions where honest thinking can actually happen.

## When Fear Runs the Culture

Fear-based workplaces don't announce themselves. They show up as silence in meetings, ideas that never get voiced, and problems that fester because no one felt safe enough to flag them. According to PwC's 2024 Trust Survey, 61% of employees say a perceived lack of trust from leadership directly impacts their ability to do their job well. Notably, Edmondson's research found that teams with higher psychological safety don't make fewer mistakes, they report more of them, because people feel safe enough to speak up, which is how teams actually learn and improve (Edmondson, 1999).

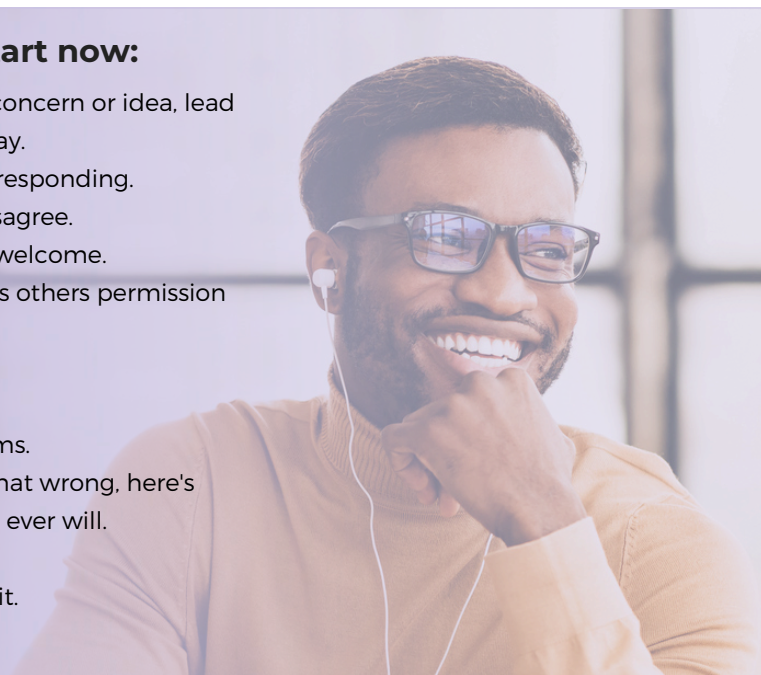
## Leadership's Role

Psychological safety starts at the top. Leaders who model curiosity over criticism, respond to bad news without blame, and genuinely invite dissent signal that it is safe to be honest. When employees see leaders react calmly to mistakes or difficult conversations, they are more likely to speak openly, ask questions, and share concerns early rather than staying silent. This kind of environment builds trust, encourages collaboration, and allows teams to learn and adapt more effectively. That signal ripples through every team interaction, shaping a culture where people feel respected, valued, and safe to contribute authentically.

***Innovation lives where fear doesn't. Build the safety first; the ideas will follow.***

## Three practices leaders and employees can start now:

- 1. Respond to input with curiosity.** When someone raises a concern or idea, lead with a question... not a verdict. "Tell me more" goes a long way.
  - Ask open-ended questions to understand before responding.
  - Thank people for speaking up—even when you disagree.
  - Model curiosity to signal that all perspectives are welcome.
- 2. Normalize not knowing.** Say "I don't know" out loud. It gives others permission to do the same.
  - Share what you're still learning or exploring.
  - Invite others to help you think it through.
  - Reinforce that questions are progress, not problems.
- 3. Acknowledge mistakes without theater.** A simple "I got that wrong, here's what I'm doing differently" builds more trust than any policy ever will.
  - Own it quickly and directly.
  - Share what you learned and how you're applying it.
  - Focus on progress, not perfection.



**To learn more about this topic, please join our upcoming webinar, [Psychological Safety: Reducing Fear So Employees Think, Speak & Innovate](#) on Friday, June 26<sup>th</sup>, at 2:00PM CST.**

By: Rosalinda Rodriguez, LPCA  
Supervised by Dr. K. Neely, Ph.D., LPC-S

References:  
<Click to View Reference Document>

# Insights: Leveraging EAP for Leadership Success



Here are some answers to common questions supervisors and managers have regarding employee issues and making EAP referrals. If you need more assistance, feel free to email us at [admin@neelyeap.com](mailto:admin@neelyeap.com).

**Q: What's the difference between being "nice" and creating psychological safety?**

**A:** Psychological safety is not about keeping things pleasant or conflict-free. A workplace can be polite on the surface while employees still feel afraid to speak up or challenge a bad idea. True psychological safety means people believe their honesty will be met with curiosity, not punishment, even when the message is uncomfortable. It's less about tone and more about trust.

**Q: What can I do if I don't feel psychologically safe at work but I'm not in a leadership role?**

**A:** Safety can be built peer-to-peer, not just top-down. You can model it by responding to others' ideas without judgment, admitting your own uncertainty out loud, and acknowledging when a colleague takes a risk to speak up. Small acts of psychological safety are contagious — and they can shift team culture over time, even without a title.

**Q: How do I know if my team has low psychological safety?**

**A:** Some signs to look for: meetings where only a few voices dominate, ideas that surface inside conversations but never in the room, a pattern of blame when things go wrong, or employees who agree in the moment and disengage afterward. Low psychological safety often looks like silence — and silence is easy to mistake for agreement.



## WHAT CAN MY EAP DO FOR ME?



### About Our Logo

For decades, enslaved African Americans looked to the North Star for hope, inspiration, and freedom. Neely EAP (NEAP) provides the **hope** that your situation will improve, the **inspiration** to move you in the right direction, and the **freedom** to live your best life.

Being in a leadership role can be challenging. Having the correct tools and resources can make a difference. The **Manager Assistance Program** offers support to resolve personal or professional issues that can negatively impact the workplace. We also offer:

- 24/7 Hotline, Access to Confidential Services
- Free Short-Term Counseling and Couch Time Check-In (preventive annual counseling session)
- Legal and Financial Assistance
- Work-life referrals for adult care, childcare, pet care and more
- Wellness Trainings & Online Employee Training Vault
- Critical Incident Stress Debriefing

