



GETABSTRACT REVIEW OF

The Fearless Organization

Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth

Welcoming ideas – and recognizing and rewarding people for sharing opinions and calling out mistakes – enables organizations to develop fearless cultures. Leadership expert Amy Edmondson explains what it takes to create a work environment where people feel psychologically safe.

STEP 1

Have your team read the [getAbstract summary](#).

STEP 2

Schedule a team meeting to discuss the questions below.

STEP 3

Have a discussion with your team.

Discussion Questions

1. In what way can the lack of psychological safety hurt organizations?
2. Can you think of a time when you opted to stay silent and came to regret it? What prevented you from speaking up at the time?
3. How can leaders foster a work culture where people look at mistakes as learning opportunities?
4. How can leaders encourage people – including shy introverts – to put their ideas forward?
5. What is your main takeaway from the summary? Any action step you plan to take?

“People err so far on the side of caution at work that they routinely hold back great ideas – not just bad news.”

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Amy C. Edmondson

Additional resources



Corporate Culture



Simon Brown interview