



GETABSTRACT REVIEW OF

The Psychological Safety Playbook

Lead More Powerfully by Being More Human

Psychological safety leads to more inclusive, innovative and high-performing cultures. After studying hundreds of teams, Google's Project Aristotle found that psychological safety was the most important element in group success. When people feel psychologically safe, they can ask questions, pose ideas, state concerns and admit mistakes without fear of being humiliated or punished. In their concise and insightful guidebook, consultants Karolin Helbig and Minette Norman offer 25 actionable tips leaders can implement immediately to improve psychological safety at work.

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. On a scale of one to ten, how "psychologically safe" do you consider your workplace to be? What have been some previous measures and best practices you have implemented to foster psychological safety?
2. Of the five skills the authors identify as crucial for fostering psychological safety as a leader, which ones would you like to work on personally? (The five skills are communication; listening; emotional regulation; managing failure; and inclusion.)
3. In what ways can you become better at embracing risk and failure as a leader – while simultaneously reducing your employees' fear of failure?
4. The authors offer several best practices for promoting genuine inclusion. Which ones would you like to start implementing?

"Think of psychological safety as the essential nutrients, vitamins and minerals needed to develop healthy teams."

The Psychological Safety Playbook

Minette Norman and Karolin Helbig

Additional resources



Healthy Workplace



How to Reassure Your Team