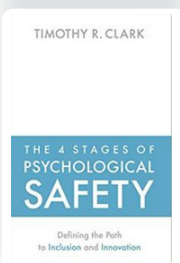


MEETING IN A BOX

The 4 Stages of Psychological Safety

Companies navigating a rapidly changing environment depend on an agile, innovative workforce. But team members won't volunteer their ideas, challenge outdated work processes and be proactive learners if they don't have one thing first: psychological safety. Author and leadership consultant **Timothy R. Clark** shows how to unleash people's untapped potential by offering them the freedom to learn, engage and innovate.



- **Step 1:** Have your team read the getAbstract summary of *The 4 Stages of Psychological Safety*. To access the summary, click on the book cover.
- **Step 2:** Schedule a meeting with your team to discuss the questions below.
- **Step 3:** Have a discussion with your team.

“Your team may be exquisitely endowed with brilliant people and abundant resources, but if individuals don't feel free to probe, prod, poke, pilot, and prototype, ask silly questions, stretch and stumble, they won't venture.”

Timothy R. Clark, *The 4 Stages of Psychological Safety*

Discussion Questions

1. Do you feel you can bring your whole self to work? Do you feel accepted the way you are?
2. How can organizations create an environment that encourages curiosity and learning?
3. How should organizations measure and reward performance to promote “contributor safety”?
4. How can managers encourage employees to be bold and challenge the status quo?
5. Why is it so important that a workplace culture gets the balance right between “respect” and “permission”?

Additional resources:



People Will Only Leave Their Comfort Zone from a Safe Place
journal article



“You Must Make It Clear That You Really Want People's Ideas.”
journal article