



GETABSTRACT REVIEW OF

# The Psychological Safety Playbook

## Lead More Powerfully by Being More Human

Psychological safety is the foundation of high-performing teams, enabling individuals to express ideas, ask questions, and admit mistakes without fear of repercussion. It fosters an environment where innovation and collaboration flourish.

### 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. Reflect on a time when you felt particularly valued in a team setting. What behaviors or conditions contributed to this feeling, and how can your team replicate them in your current environment?
2. Consider an instance where a mistake led to learning and growth within the team. How can this process be normalized to benefit your team's development?
3. Leadership is not exclusive to those in formal leadership positions. Think of an example of how you or someone else demonstrated leadership qualities in a non-traditional role or situation.
4. Consider the role of individual actions in building a supportive team environment. In what ways can each team member take the initiative to promote psychological safety, inclusion, and a sense of belonging within the team?

*“Courageous communication requires leaders to be vulnerable, to show up authentically and to acknowledge that we are all works in progress.”*

**The Psychological Safety Playbook**

Minette Norman and Karolin Helbig

## Additional resources



Healthy Workplace



Talent Management

