BACK to SCHOOL with Advantage

LEADING WITH PSYCHOLOGICAL SAFETY

Action Tool

In a world of constant and rapid change, teams are challenged to find effective approaches to building the trust and environment needed to succeed. No matter their location and connection, teams need to solve challenges, create breakthrough strategies and innovate. Creating an environment of inclusion, collaboration, high candor and engagement for the new hybrid work environments is a learnable skillset that all leaders and individuals can master.

Use the below tool to put the principles of our session into action and create a psychologically safe environment as you navigate through the future of work.

- [ ] Set a cadence to set and reinforce expectations.
- [ ] Look for opportunities to provide positive feedback on a continuous basis.
- [ ] Make room for introverts by modifying some meeting formats to allow space for thinking.
- [ ] If one person is working remotely, then everyone joins meetings virtually, signing in individually.
- [ ] Build and practice deep listening skills by recapping what you heard or by asking clarifying questions.
- [ ] Create, share and monitor your team's Rules of Engagement.
- [ ] Find opportunities and make room for respectful dissent.
- [ ] Schedule regular check-ins with your team to see how everyone is doing with the remote/hybrid/office environment.

Notes

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