



Introduction

If you change the nature and quality of the conversations in your team, the quality of your outcomes increases exponentially.

Psychological safety is the core component to unlock this.

Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.

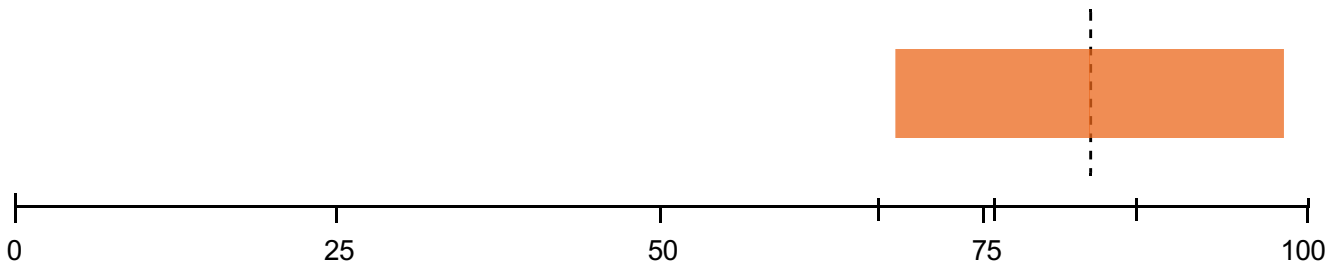
This is the definition of Prof. Amy C. Edmondson at Harvard Business School. She has been researching the effect of psychological safety or - rather the absence of it- on performance and effectiveness in teams and organizations for over 25 years.

This report debriefs the score for the context you completed the survey for, expressed as the Psychological Safety Index, the PSI. Low PSI indicates low psychological safety, high PSI indicates high levels of psychological safety.

The median PSI of this group is 83 out of a maximum 100

■ Current period

Aug 6th '21



The score suggests your team in general has adequate psychological safety. You can improve as a team, but in general the climate should contribute positively. Explore the sub-scores on the dimensions to see where you can do better.

The score implies team members experience psychological safety somewhat differently. This is common in teams. Normal, however, does not equal good. It is easier to align when you have about the same perception of psychological safety.

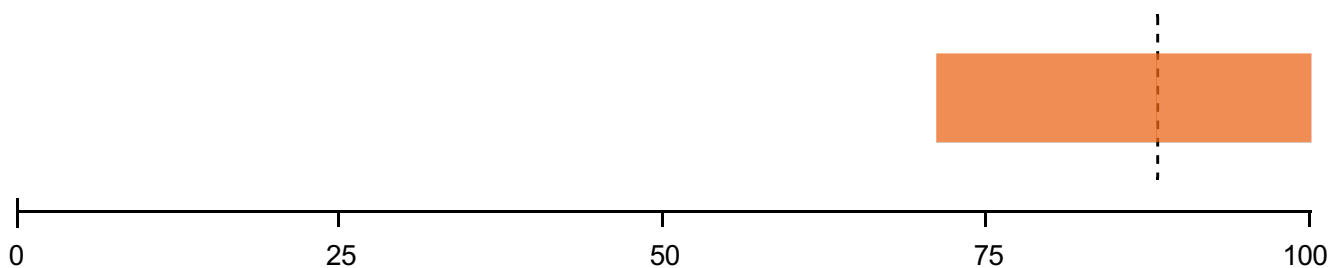
Willingness to help and teaming

Willingness to help is instrumental for effective teaming. With the absence of this factor, a team risks operating in an ineffective and fragmented way. Low willingness to help may correlate with people burning out, as they may feel that they are unsupported. Note that external pressures, such as a very high workload may unconsciously reduce willingness to help in a team, as people will follow the human inclination to hunker down and focus on their own tasks and deadlines under pressure. Not checking in with each other on this may result in avoidable failures and unnecessary risks.

The score of this group is 88 out of a maximum 100

■ Current period

Aug 6th '21



The score suggests that team members on average feel that there is lots of willingness to help each other. In a culture where people help each other there is often more trust, better quality of work and higher psychological safety.

The score indicates that in the team, members have a slightly different perception of the willingness to help. This is usually the case within teams. Try to improve the conversation you have in your team about willingness to help. Inquire into when members may have felt they were left on their own.

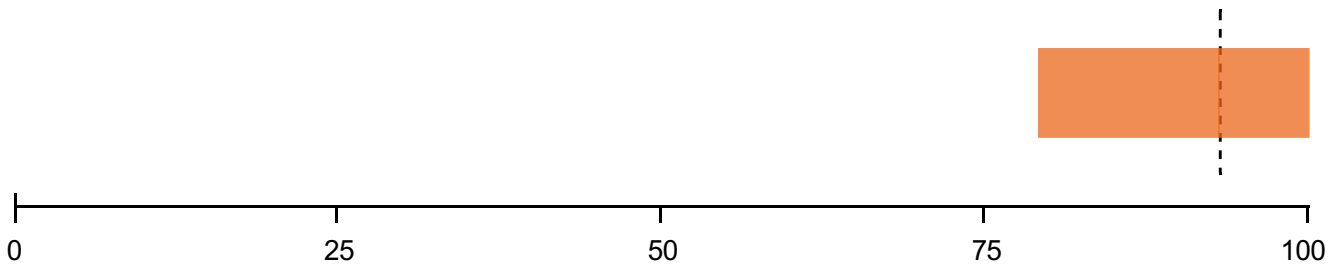
Inclusion & diversity

Teams that have values and display behaviors which foster inclusion can best leverage the benefits of diversity, so the order of inclusion and diversity is a deliberate choice here. Without inclusion, diversity will not add to traction, it may even lead to toxic behavior and “us” versus “them” dynamics. In inclusive environments, people are more likely to speak up and make better contributions to a team.

The score of this group is 93 out of a maximum 100

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The score suggests that in this team rates inclusion and diversity as very high. As inclusion and subsequently leveraging diversity is such a major contributor to team performance, this is an area where you can probably align easily to drive better performance.

The score shows your team members are aligned on their perception of inclusion and diversity within Monday Morning team meetings . When most team members feel the same about diversity, that's generally a good thing. A shared low score is of course a call to action.

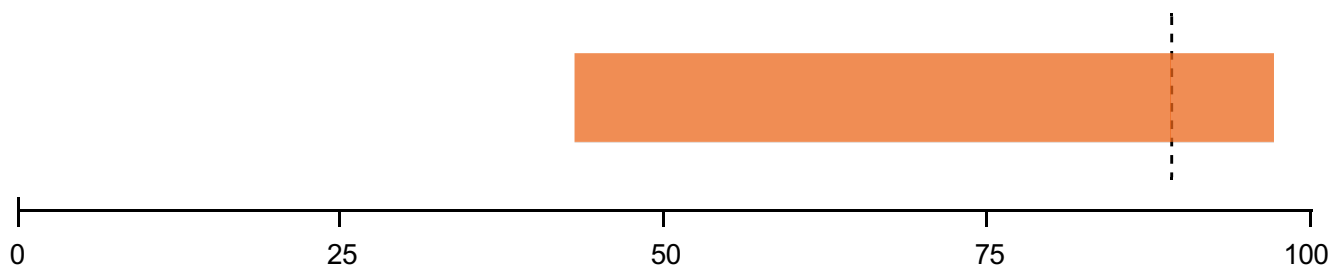
Attitude to risk and failure

A constructive attitude to risk and failure is crucial for building high-performing teams that are at the same time not overly risk-taking. High-performing teams build a balance between assuming risk and achieving success from this perspective. It can only be struck when a team can foster a true feedback culture. This means a team has to safeguard that making mistakes is both OK and will be shared openly in the team, so everyone can learn from them. Teams that hold mistakes against their members are at risk for eroding trust and stifling growth and innovation, as the research from Prof. Amy C. Edmondson shows. Teams that have a real feedback culture avoid the pitfalls of avoidable failure and dangerous silence.

The score of this group is 89 out of a maximum 100

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Within this team, the score indicates that on average, members perceive that the attitude to taking risks is good. Most members seem to think they are able to share mistakes. In this team, members probably come together to tackle risks and discuss mistakes together openly.

Be aware, scores show not everybody perceives attitude to risk and failure similarly. Certain members rate it higher than others do.

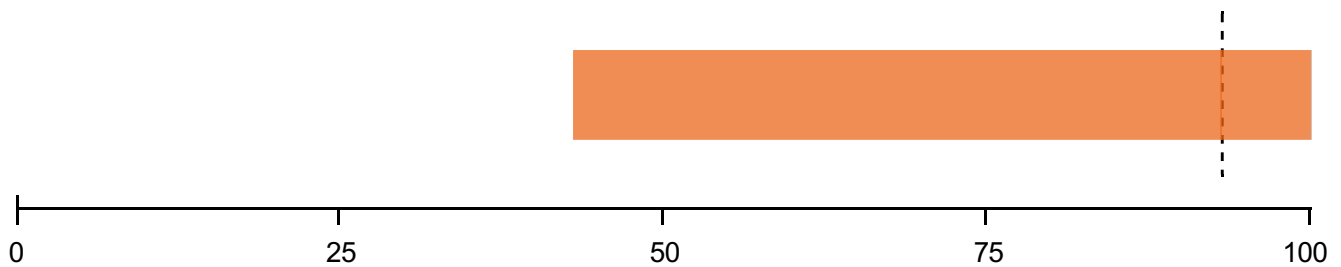
Open conversation

If you improve the quality of your conversations, the quality of your outcomes will increase exponentially. The ability to bring up tough issues and how they are dealt with in conversation are a key component of psychological safety. Dangerous silence (not daring to speak up) and the ensuing avoidable mistakes disappear when everyone feels free to come forward with what needs to be said in open conversation.

The score of this group is 93 out of a maximum 100

■ Current period

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The score suggests that within this team, the average member feels that he or she is heard most of the time. When teams consistently have open and effective conversations, team performance tends to be much better. Teams that are able to have open conversations tend to have better outcomes and a lower risk of toxic behavior.

The score suggests there's a high variance in how team members experience conversations. Can you think of situations where you've witnessed this difference within meetings?

the
fearless
organization