

THE BENEFITS OF PSYCHOLOGICAL SAFETY TO CONSTRUCTION

© Culture Coach International • CultureCoach.biz

WHAT IS PSYCHOLOGICAL SAFETY

PSYCHOLOGICAL SAFETY IS WHEN PEOPLE FEEL THEY CAN RAISE CONCERNS, SUGGEST IDEAS AND SPEAK UP WITHOUT FEAR OF BEING RIDICULED, DEMEANED OR INSULTED.



BENEFITS OF PSYCHOLOGICAL SAFETY



- WORKPLACE CULTURE WHERE PEOPLE WANT TO SHOW UP AND FEEL THEY BELONG
- PEOPLE FEEL MORE ENGAGED AND COMMITTED
- AN INCREASE IN “SEE SOMETHING, SAY SOMETHING” CULTURE LEADING TO HIGHER SAFETY

A PSYCHOLOGICALLY SAFE JOB SITE

- PEOPLE ARE LISTENED TO AND NOT INTERRUPTED
- NO-ONE FEELS HARASSED OR MADE FUN OF
- THE ENERGY OF THE JOB SITE IS POSITIVE AND HELPFUL
- SAFETY ISSUES ARE FIXED QUICKLY



BUILDING PSYCHOLOGICALLY SAFE CULTURES



- INVITE PEOPLE TO SHARE THEIR IDEAS AND LISTEN TO THEM
- PEOPLE TAKE TURNS SPEAKING IN MEETINGS
- PROMOTE CONSTRUCTIVE FEEDBACK EXCHANGES
- REINFORCE THE BEHAVIORS YOU WANT TO SEE MORE OF