DREW CDC
Every Child's Success
Strengthens Community

PSYCHOLOGICAL *Safety* AT WORK



1 ENCOURAGE OPEN COMMUNICATION

Create space for sharing ideas, questions, and concerns

Do team members feel comfortable and have multiple ways to speak up?

2 RESPOND WITH RESPECT AND CURIOSITY

Listen actively and explore ideas without judgment

Are leadership and team members listening to understand, not just to reply?

3 NORMALIZE MISTAKES AS PART OF LEARNING

Treat mistakes as learning opportunities and recognize people's strengths

How can we build on team members' strengths when solving problems?

4 INVITE INPUT FROM EVERYONE

Actively seek perspectives from all team members

Whose voices might we be missing?

5 ENCOURAGE SELF-REFLECTION

Think about your own words, actions, and assumptions and their impact on others

How do my own words/actions affect others' sense of safety?

6 ADDRESS CHANGES AND CONCERNS TRANSPARENTLY

Handle issues and feedback openly and respectfully

Are concerns addressed constructively and clearly?

Psychological safety **is just as important as physical safety.**

If you would like personalized guidance on creating a trauma-informed, psychologically safe workplace, click here to contact our team.