

30 Day Psychological Safety Challenge

Your 30-Day Safety Building Challenge

Week 1: Assessment and Modeling

- Complete Four Stages Assessment
- Share one failure daily
- Ask three questions in every meeting
- Say "I don't know" at least once

Week 2: Building Inclusion

- Learn three new things about each team member
- Greet everyone by name daily
- Fix one broken thing that's annoyed people
- Create regular connection rituals

Week 3: Enabling Learning

- Start "Failure Friday" or equivalent
- Ask for help publicly twice
- Celebrate questions in every meeting
- Share what you're learning

Week 4: Supporting Contribution

- Invite ideas before they're ready
- Say yes to an experiment
- Let someone else facilitate
- Highlight others' contributions

Track: Questions asked, ideas shared, volunteers emerging

Your Next Action (Choose Based on Your Context)

If Your Team Never Speaks in Meetings:

Tomorrow: Start with pairs. Have people discuss in twos, then share. Safety builds in small groups first.

If You're New Leader:

Tomorrow: Schedule individual 30-minute conversations with everyone. Just listen. Take notes. Don't defend.

If Trust Is Completely Broken:

Tomorrow: Acknowledge it. "I know trust is low. Here's what I'm going to do differently..." Then do it.

If You're Not the Positional Leader:

Tomorrow: Model vulnerability in your sphere. Share failure. Ask questions. Others will follow.

If You're District Level:

Tomorrow: Share failure publicly at principal meeting. Make it safe for buildings by going first.