# Psychological Safety Diagnostic Assessments

| Assessment Name | Purpose | When/Why to Use | Time to Complete |
|---|---|---|---|
| Deep Assessment | Thorough examination of psychological safety climate. Measures whether people feel safe to take interpersonal risks, speak up, admit mistakes, and ask questions without fear. | When surface-level surveys aren't revealing the full picture. When you suspect hidden fear is blocking change but need concrete data. | 20-30 min |
| Fear Factor Inventory | Identifies specific fear-based patterns blocking vulnerability and risk-taking. Maps where System 1 threat responses are triggered in your organization. | When people seem compliant but disengaged. When new initiatives die quietly. When meetings feel 'too nice' with no real debate. | 15-20 min |
| Four Stages Assessment | Measures progression through Timothy Clark's four stages: Inclusion Safety → Learner Safety → Contributor Safety → Challenger Safety. | Baseline assessment for safety work. Identifies which stage needs attention—you can't skip stages. | 15-20 min |
| Four Stages Assessment (Quick Check) | Rapid pulse check on the four stages of psychological safety. Tracks progress between deeper assessments. | Monthly check-ins. After significant events (leadership changes, difficult conversations). Before important meetings. | 5-7 min |
| New Teacher Safety Onboarding Check | Assesses how well new teachers are integrated into the safety culture. Measures whether they feel included and able to ask for help. | 30, 60, and 90 days after new hires start. New teachers are the canary in the coal mine—their experience reveals true culture. | 10-15 min |
| Observable Behavior Checklist | Tracks specific, observable safety behaviors (not just feelings). Documents concrete actions that build or erode psychological safety. | Weekly team observations. Moves from 'we value safety' to 'here's what safety looks like in practice.' | 10 min (ongoing) |
| Parking Lot Diagnostic Test | Examines what people say in the parking lot versus in meetings. Measures the gap between public and private conversations. | When you suspect shadow conversations are happening. When decisions seem to get reversed after meetings end. | 15 min |
| Safety Signal Inventory | Identifies signals (verbal and nonverbal) telling people whether it's safe to speak up. Maps both safety signals and threat signals. | Building awareness of unconscious behaviors impacting safety. Leadership team development. | 20-25 min |
| SCARF Diagnostic | Assesses threats to Status, Certainty, Autonomy, Relatedness, and Fairness (David Rock's model). Identifies which SCARF domains are most threatened. | Before rolling out change initiatives. When resistance seems irrational—it's usually a SCARF threat. Connects to Ch. 9 resistance work. | 15-20 min |
| Silence Diagnostic | Examines patterns of silence in your organization. Distinguishes productive silence (reflection) from harmful silence (fear, disengagement). | When meetings are quiet but you're not sure why. When ideas aren't flowing. When 'no questions' might mean 'afraid to ask.' | 15 min |
| System 1 Threat Detector | Helps identify when the brain's automatic threat response (System 1) is being triggered. Builds metacognition about fear responses. | Individual coaching tool. When someone is stuck or reactive. Professional development on brain science. | 10-15 min |
| Vulnerability Response Tracker | Documents how vulnerability is treated when it occurs. Tracks what happens when someone admits a mistake or asks for help. | Ongoing observation tool. Builds case studies of vulnerability moments and organizational responses. | 5 min per incident |