

Psychological Safety

Resource Guide

Resource Name	Purpose
TOOLS	
Tool 1: Safety Check-In Protocol	A 2-minute ritual that normalizes vulnerability and assesses psychological safety in real-time at the start of meetings
Tool 2: Mistake Response Script Library	Provides specific language scripts for responding when someone admits an error or uncertainty
Tool 4: Silent Voice Detection System	Systematic methods for identifying people who aren't speaking up, understanding why, and creating conditions to amplify unheard voices
Tool 5: Meeting Safety Audit	Framework for assessing and improving psychological safety in meetings—what's working, what's not, and specific changes to increase safety
EXERCISES	
Exercise 1: SCARF Threat Detector	Develops ability to recognize when conversations trigger threat responses (Status, Certainty, Autonomy, Relatedness, Fairness)
Exercise 2: Feedback Redesign Lab	Helps redesign feedback conversations to transform threat into learning while maintaining accountability
Exercise 3: Meeting Safety Audit	Diagnoses actual psychological safety levels by analyzing observable behaviors, silence patterns, and participation dynamics
Exercise 4: Initiative Launch Lab	Guides designing new initiative rollouts in ways that build psychological safety rather than threaten it
Exercise 5: Mindset Environment Decoder	Helps understand that growth mindset is an environmental condition you create, not a character trait to demand
DISCUSSION GUIDES	
Leadership Discussion Protocol	90-120 minute structured meeting format with pre-work, opening activity, core discussion questions, action planning, and closing commitments
Leadership Team Discussion Guide	45-60 minute facilitated discussion with individual reflection, pair sharing, full team discussion, and application planning
PLANNING & ASSESSMENT	
Action Planning Template	Structured template for assessing current reality, defining desired state, identifying key actions with owners/timelines, success indicators, and obstacles
Personal Inventory	Self-assessment helping individuals examine how they personally contribute to (or undermine) psychological safety, with team discussion prompts
Chapter 1 Retrospective	60-minute monthly review protocol to assess progress, celebrate successes, identify what didn't work, capture learnings, and make course corrections
IMPLEMENTATION SUPPORT	
Implementation Checklist	12-item checklist tracking implementation status (Not Done / In Progress / Done) for key psychological safety indicators
Implementation Rubric	Developmental rubric rating five dimensions (Voice & Dissent, Response to Mistakes, Asking Questions, Leader Vulnerability, Cultural Norms) from Beginning to Exemplary
Quick Reference Guide	One-page summary with core concept, key questions, common mistakes to avoid, and practical strategies
PRACTICE MATERIALS	
Psychological Safety Scenarios	Two detailed practice scenarios ("The Silent Concern" and "The Meeting After the Meeting") for applying psychological safety concepts to realistic situations