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MEASURING PSYCHOLOGICAL SAFETY IN MEETINGS

Listed below are **16 behaviours**. On the right are **8 psychological safety *building* behaviours**, and on the left are **8 psychological safety *sapping* behaviours**. In the columns provided, every time a team member demonstrates one of the 16 behaviours, put a tick in the corresponding box.

At the end of the meeting add up all the ticks on each side and compare how many behaviours were displayed that create either psychologically safe or unsafe environments in your meeting spaces!

Psychological safety-building behaviours			Psychological safety-sapping behaviours
Curious questioning: Seeking further understanding e.g. Can you tell me a bit more about that…			**Problem statements:** Criticisms without solutions or attempts at improvement e.g. That would never work, I don't like the sound of that.
Building: Starting with someone else's suggestion and adding improvements or details (with credit) e.g. I like that, and we could also…			**Repeated telling:** Consistently vocalising the same suggestion or POV e.g. As I said before…, The idea I had about…
Thinking out loud: Contributing before you've thought it through e.g. I'm not sure where this is going but…			**Passive aggressive questioning:** Questions designed to put someone down e.g. Why would you have suggested that? How would that help?
Active but humble listening: Showing you're listening without interrupting e.g. Mmmmm, Yes…, Ah ha…			**Expressions of hierarchy:** Suggestions that infer personal superiority e.g. I've been around longer than you, At the Leadership Team we…., I know this area really well
Expressions of vulnerability: Not being afraid to say you don't know / are wrong e.g. This isn't my area of expertise, I'm not sure why I like this but…			**Defensive debate:** Attempts to win the argument e.g. This is the best solution because…, I'm sure this works better because…
Vigorous debate: Productive disagreement and conflict e.g. I'm not sure that would work but maybe if we…			**Undervaluing diversity:** Not being willing to consider radical alternatives e.g. I've never heard that before, That's a bit left field
Speaking up: Everyone in the group has made at least one contribution			**Silence**: Anyone in the group not contributing at all
Non-verbal encouragement: e.g. leaning in, making eye contact, smiling, nodding			**Non-verbal discouragement:** e.g. crossed arms, distracted looking away or down, having side conversations
TOTAL POINTS TO ADD			**TOTAL POINTS TO SUBTRACT**