

PSYCHOLOGICAL SAFETY IN THE WORKPLACE



National Alliance on Mental Illness

STIGMA*free*

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WHAT IS PSYCHOLOGICAL SAFETY?

Psychological Safety is when you feel like you can bring your whole self to work.* You have permission to take risks, raise ideas and concerns, and admit mistakes without fear of unfair repercussions.**

WHY FOSTER PSYCHOLOGICAL SAFETY ON YOUR TEAM?**

- More engaged and motivated team
- Better decision-making
- Increased productivity and creativity
- Greater resilience during stressful times

HOW TO INCREASE PSYCHOLOGICAL SAFETY AT WORK*

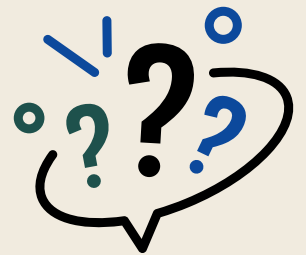


Focus on finding solutions

“How can I help?”

Ask your colleagues for input

“What are your thoughts on this idea?”



Ensure you actively listen to your colleagues

“What I’m hearing you say is...”

Be respectful when you ask questions or disagree





QUESTIONS TO ASK YOURSELF



How have I demonstrated to others that I am a safe person to provide feedback to?



Am I actively engaging my teammates in collaborative brainstorming?



Am I treating my colleagues and management with respect?



Are my collaborative efforts in alignment with the goals of the meeting / organization?

WHAT DOES IT LOOK LIKE IN ACTION?

- Openness to feedback
- Embracing diversity
- Mistakes are learning opportunities
- No multitasking in meetings
- Enhanced teamwork
- Encouraged team engagement

CHALLENGES IN CREATING PSYCHOLOGICAL SAFETY:

- Fear of judgment from others if you speak up
- Hesitancy to “be the first one” to engage
- Concerns over repercussions or job security
- Lack of trust within teams

HOW MENTAL HEALTH IMPACTS PSYCHOLOGICAL SAFETY

When someone is feeling anxious, stressed, or just not like themselves, their engagement, creativity, and performance is likely impacted.



HOW WE CAN HELP EACH OTHER

Enhance psychological safety while supporting mental well-being

Normalize

Encourage a culture that is open and honest about mental health.

Learn

Attend trainings and read articles about mental health for others and yourself.

Support

Help others work to share their ideas and create the safety for them to do so.

CONVERSATIONS ABOUT MENTAL HEALTH

- Use empathy and active listening
- Assess openness for discussion
- Avoid diagnosing, minimizing, or dismissive language
- Help the person find resources and support



KEEP IN TOUCH



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