



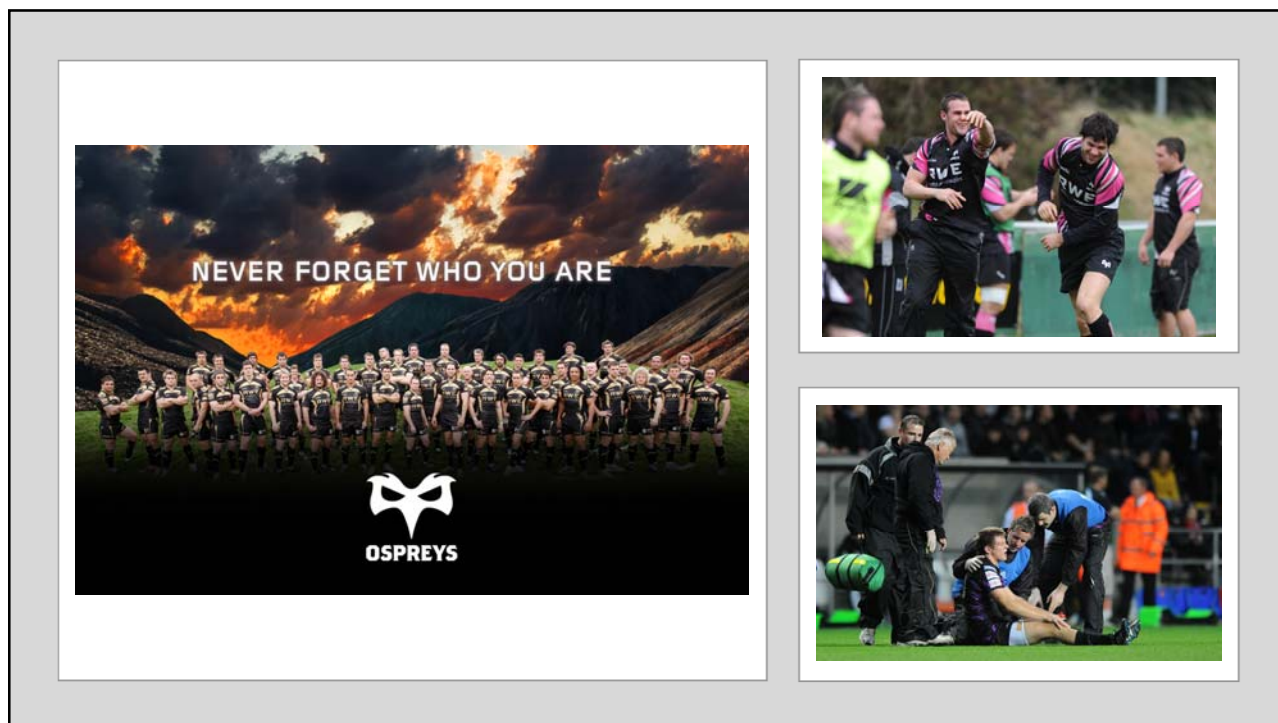
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Question?

What's the climate we are all operating in?

What are people feeling?

- *Frustrated?*
- *Feels like there is always more to do?*
- *Never enough time?*
- *Tired?*
- *Lack of confidence?*
- *Lacking support?*




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Tools to Create Resilience in the Workplace?



Psychological Safety

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Psychological Safety

First used by Harvard
researcher **Amy**
Edmondson in 1999.

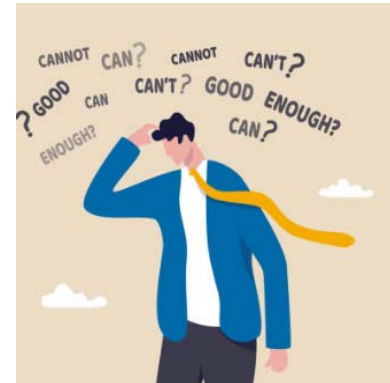
She defines it as
***"..a shared belief held
by members of a
team that the team is
safe for interpersonal
risk taking."***



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Psychological Safety

It's about the assurance that no team member will be humiliated, laughed at, or punished for posing questions, speaking up with ideas, concerns, or mistakes.



TASK 1

PAIR UP – DISCUSS IN 5mins ANY STRATEGIES YOU HAVE IN PLACE THAT ENHANCES PSYCHOLOGICAL SAFETY IN YOUR PRACTICE... IN READINESS TO SHARE WITH THE GROUP

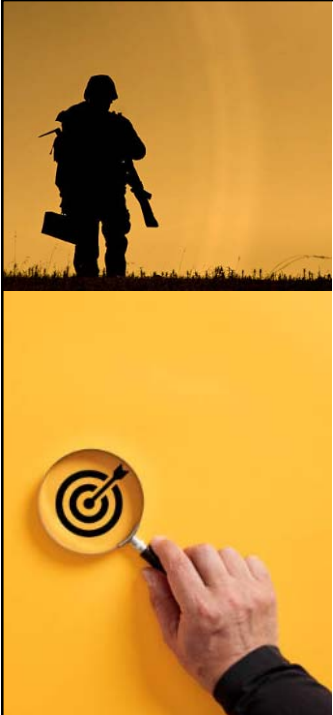
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8 Steps Toward Creating More Psychological Safety at Work

1. Make psychological safety an explicit priority.
2. Facilitate everyone speaking up
3. Establish norms for how failure is handled
4. Create space for new ideas (even wild ones).
5. Embrace productive conflict
6. Pay close attention and look for patterns.
7. Make an intentional effort to promote dialogue
8. Celebrate wins



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- **Control the Controllables**
- **Micro Goals**
- **After action review**

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**PERSONAL
RESILIENCE &
WELL BEING**

TASK 2
What practices can help you?
5 mins reflection
Share with the group



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PERSONAL RESILIENCE & WELL BEING



Self-talk
Breath work
Journal

Pen/Paper next to bed

Focus on a growth mindset

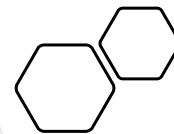
Meditation
Gym

Gratitude journal

Sleep well

Podcasts

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