

# BOOSTING PSYCHOLOGICAL SAFETY IN YOUR TEAM

High-performing teams are not fearless – they are safe enough to learn.

*“It’s safe to speak up, ask questions, admit mistakes, and challenge ideas – without fear of blame or humiliation.”*

Definition of Psychological Safety by Amy Edmondson

The Psychological Safety Index (PSI) provides a data-informed way to surface what is usually not explicitly discussed in teams even though it is critical for team success.

The PSI groups psychological safety into four practical categories. Each category highlights a different way psychological safety shows up in everyday team behaviour.

## **Inclusion Safety**

*“Do I belong and am I valued for who I am?”*

When team members feel included, they are more inclined to speak up, contribute and add to the group.

## **Learning Safety**

*“Is it safe to ask for help or admit I don’t know?”*

Teams become unsafe when people are not able to help to each other or feel appreciated by team members.

## **Contribution Safety**

*“What happens here when things don’t go as planned?”*

Teams that hold mistakes against each other risk a lack of control and forward momentum.

## **Challenge Safety**

*“Can I say what I really think?”*

A team that has open and candid conversations is able to tackle hard problems better.



### Data alone is not enough!

Psychological safety must be introduced carefully, interpreted collectively, and acted on responsibly. That is why the PSI is embedded in a guided team journey in five steps, not delivered as a standalone survey.

Briefing with team leader	Briefing with team	Completing the PSI	Debriefing with team	Debriefing with team leader
<ul style="list-style-type: none"> <li>Setting the context of the work and the high-level goals</li> <li>Understanding the process</li> <li>Understanding the team</li> </ul>	<ul style="list-style-type: none"> <li>Building trust between the team and the facilitator</li> <li>Explaining the process and setting the stage</li> <li>Defining goals and agreements as a team</li> </ul>	<ul style="list-style-type: none"> <li>Completing the PSI assessment online</li> <li>Receive individual reports</li> <li>Review by the facilitator and preparation of debriefing session based on results</li> </ul>	<ul style="list-style-type: none"> <li>Collective interpretation and discussion of results</li> <li>Honest conversation about current state and desired state</li> <li>Anchoring the experience in their day-to-day collaboration</li> </ul>	<ul style="list-style-type: none"> <li>Debriefing of process</li> <li>Sharing of observations</li> <li>Clarification of next steps to anchor work done</li> </ul>
1 hour	1 hour	individual	4 hours	1 hour

### Are you still questioning if this is the right thing for you and your team?

**The best teams are not those that make the fewest mistakes, but those that learn the fastest.**

A large two-year [study by Google](#) found that psychological safety is the single most critical factor in team success. Data showed that psychological safety is statistically correlated with performance, collaboration, and innovation.

The team journey creates the conditions to make this happen – led and owned by your team.

**Special offer for one team only: 50% off to complete Eleanor's certification**  
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Virtual or on-site in Switzerland  
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English or German



Dedicated team of max. 20 people



Regular package price CHF 5,500

For CHF 5,500, you and your team receive a fully facilitated psychological safety journey with a PSI-certified facilitator including leadership alignment, a team briefing, an evidence-based PSI survey using the official tool, a 4-hour debrief workshop with tailored discussions, and follow-up reflection with the leader – all carefully designed to create meaningful, practical change.

