



Psychological Safety Audit: The following questions are a snapshot of your opinions regarding the psychological safety of your organisation. There are 10 short statements that ask you whether you broadly agree or disagree with them. The most useful method is to work quickly through the statements without excessive thought or soul-searching.

<i>I agree or disagree that this is usually true for me.....</i>	Agree	Disagree	Q
There is a high degree of recognition based around politics and ‘talking a good game’			1
The volume and relevance of meetings create a sense of boredom and emotional detachment			2
People have a low sense of ‘meaning’ in their roles – they cannot see how they ‘make a difference’			3
People shape their actions (especially) at a senior level to avoid making career limiting mistakes			4
‘Banter’ and joke telling is common-place across the organisation			5
We do not have a psychological safety policy or specific training for leaders in the effect of PS and culture People here tend to dodge conflict, preferring to be ‘nice’ or avoid hurting feelings			6
People ‘toe the line’ and often aim for the ‘minimum’, preferring routine to risk taking			7
People are busy and overloaded with work yet spend the majority of their time in meetings			8
There is a high degree of anxiety amongst specific groups of people that cannot be attributed to a single or specific source			9
Looking around teams (especially senior teams) there is a lack of diversity			10



If you AGREE with more than five questions it may be worth reviewing the psychological safety of your organisation. By understanding the parts of your organisation or team that are contributing to low levels of psychological safety, you'll be able to create a plan of action to address them.

Our Psychological Safety Training makes sure managers and leaders are aware of the importance of psychological safety in the workplace, what it means in their day-to-day activities and how it reinforces the organisation's commitment to a culture of trust, respect and inclusion.

Visit www.qedod.com to find out more, email info@qedod.com or call 07770 811 352 to discuss any of our training courses, coaching or consultancy options.