



the
fearless
organization
scan

Psychological safety index

Demo team

May 31st '23

3 out of 3 participants completed the surveys.

This report is for: **Demo team**

Introduction

If you change the nature and quality of the conversations in your team, the quality of your outcomes increases exponentially.

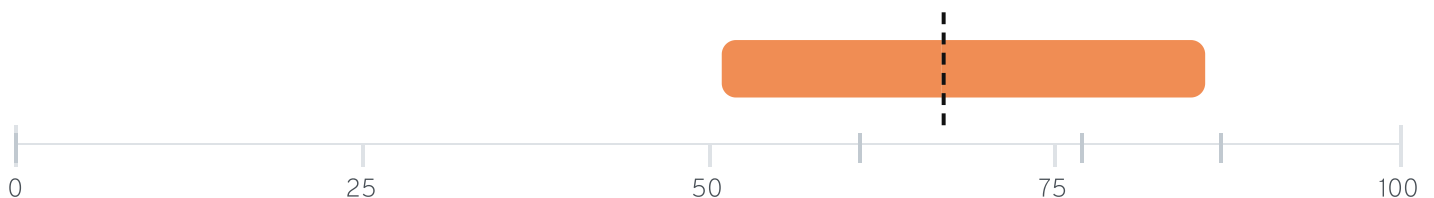
Psychological safety is the core component to unlock this.

Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.

This is the definition of Prof. Amy C. Edmondson at Harvard Business School. She has been researching the effect of psychological safety or - rather the absence of it- on performance and effectiveness in teams and organizations for over 25 years.

This report debriefs the score for the context you completed the survey for, expressed as the Psychological Safety Index, the PSI. Low PSI indicates low psychological safety, high PSI indicates high levels of psychological safety.

The median PSI of this group is 67 out of a maximum 100



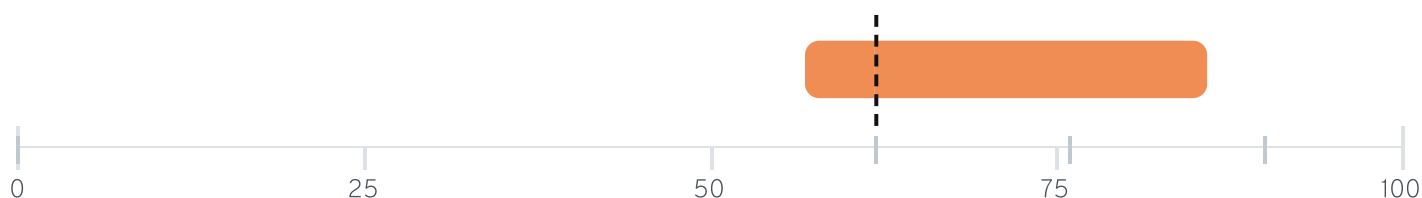
The score indicates that in your team psychological safety is not particularly high. It could well be that team effectiveness is hampered by the lack of psychological safety.

The score indicates that not all of your team members experience psychological safety equally in Demo team, there's a big variance in the sense of safety within this context.

Willingness to help and teaming

Willingness to help is instrumental for effective teaming. With the absence of this factor, a team risks operating in an ineffective and fragmented way. Low willingness to help may correlate with people burning out, as they may feel that they are unsupported. Note that external pressures, such as a very high workload may unconsciously reduce willingness to help in a team, as people will follow the human inclination to hunker down and focus on their own tasks and deadlines under pressure. Not checking in with each other on this may result in avoidable failures and unnecessary risks.

The median score of this group for 'Willingness to help and teaming' is 62 out of a maximum 100



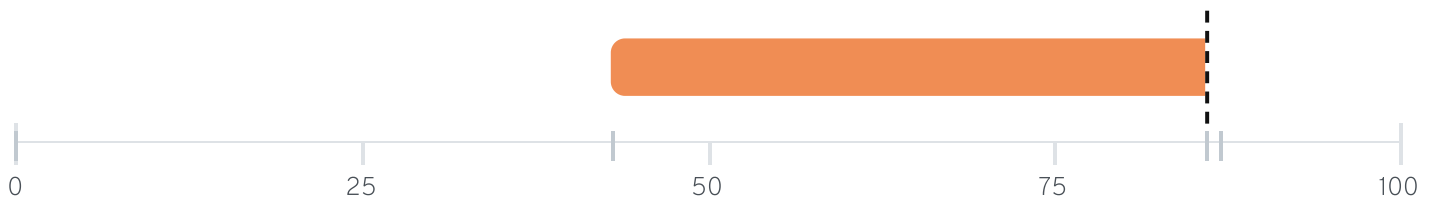
The score suggests that in the team the members - on average - do not give and/or feel no room to help each other. A culture where nobody is able to help each other tends to create issues around trust, quality and security. When you feel left on your own, it is hard to come together on tougher issues.

The score indicates that in the team, members have a slightly different perception of the willingness to help. This is usually the case within teams. Try to improve the conversation you have in your team about willingness to help. Inquire into when members may have felt they were left on their own.

Inclusion & diversity

Teams that have values and display behaviors which foster inclusion can best leverage the benefits of diversity, so the order of inclusion and diversity is a deliberate choice here. Without inclusion, diversity will not add to traction, it may even lead to toxic behavior and “us” versus “them” dynamics. In inclusive environments, people are more likely to speak up and make better contributions to a team.

The median score of this group for 'Inclusion & diversity' is 86 out of a maximum 100



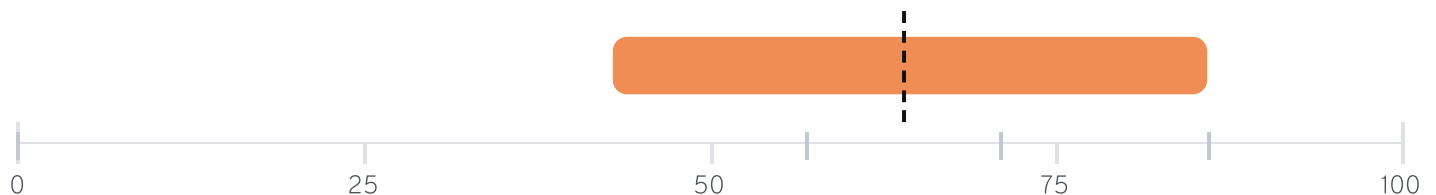
The score indicates that in this team, on average, team members operate from the general notion that diversity is accepted and inclusion is the norm.

The score indicates there is a broad spectrum of scores within Demo team. That means that there are big differences for different members of this team. Can you think of situations where it has been apparent that certain members feel left out or not included at times?

Attitude to risk and failure

A constructive attitude to risk and failure is crucial for building high-performing teams that are at the same time not overly risk-taking. High-performing teams build a balance between assuming risk and achieving success from this perspective. It can only be struck when a team can foster a true feedback culture. This means a team has to safeguard that making mistakes is both OK and will be shared openly in the team, so everyone can learn from them. Teams that hold mistakes against their members are at risk for eroding trust and stifling growth and innovation, as the research from Prof. Amy C. Edmondson shows. Teams that have a real feedback culture avoid the pitfalls of avoidable failure and dangerous silence.

The median score of this group for 'Attitude to risk and failure' is 64 out of a maximum 100



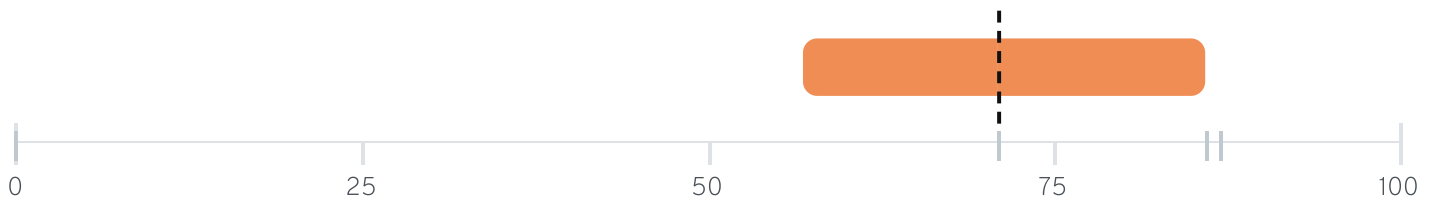
The score suggests that in this team, on average, members perceive that the attitude to taking risks is poor. It could well be that members are afraid to share mistakes and each member tackles risks and errors individually. The team is likely to risk the pitfalls of dangerous silence and avoidable mistakes.

Be aware, scores show not everybody perceives attitude to risk and failure similarly. Certain members rate it higher than others do.

Open conversation

If you improve the quality of your conversations, the quality of your outcomes will increase exponentially. The ability to bring up tough issues and how they are dealt with in conversation are a key component of psychological safety. Dangerous silence (not daring to speak up) and the ensuing avoidable mistakes disappear when everyone feels free to come forward with what needs to be said in open conversation.

The median score of this group for 'Open conversation' is 71 out of a maximum 100



The score suggests that in this team, the average member is probably not feeling that he or she is heard enough. When teams fail to consistently have open conversations, team performance is often hampered. Teams that are able to have open conversations tend to have better results and lower risk of toxic behavior.

The score shows not all team members perceive the ability to bring up tough issues and have open conversations similarly in this team. Can you think of situations where you've witnessed this difference within meetings?