

Psychological safety is increasingly recognised as key to wellbeing and high performance. How can we create a psychologically safe environment at work?

Sustaining wellbeing and performance in a changing world

Never has the need for the human touch in leadership been more important for business performance. Unsurprisingly, few organisations are equipped to deal with the wellbeing and performance challenges brought on by rapidly shifting business, situated in the middle of a global pandemic.

Very few have experience of dealing with the human challenge that the current pandemic is throwing at us. The constant layering of anxiety and change, coupled with the fact that many of our normal stress relievers are curtailed, feels like a marathon with no end in sight. Indeed, professor Ann Maston from the University of Minnesota refers to the fact that many of us are now operating in a constant state of low trauma.



Psychological Safety is increasingly recognised as a critical factor in high performing teams

The consequences are increasingly apparent

At a time when 35% of people in work would describe their mental health as being poor ([Mind, 2020](#)), improving psychological safety is an urgent priority. As highlighted by the [new ISO: 45003](#), focused on psychological health and safety at work (launching 2021) to complement the existing ISO:45001 for Occupational Health & Safety.

The importance of psychological safety

Google's Project Aristotle (2012), building on the work of [Amy Edmondson](#), confirmed the critical role of psychological safety for high performing teams. The importance of feeling able to speak up and put ideas on the table, without fear of recrimination or humiliation, has since been reinforced further through various research studies across different geographies. A psychologically safe environment enables all employees to maximise their contribution, liberating untapped potential, to feel confident, valued and understood by leaders.

"Psychological safety, more than anything else, is critical to making a team successful"

[Google, Project Aristotle](#)

[View our short, animated presentation: Building a Fearless Organisation for High Performance & Wellbeing](#)

Prioritising psychological safety

Minerva Engagement is now a fully accredited Associate Partner of 'Conductor', the Organisational Health Indicator. Conductor is a statistically validated instrument, which measures psychological safety across organisations and in teams. Further information can be found in the attached Conductor document.

"The human experience in terms of both wellbeing and performance is at the core of sustainable business and we are delighted to bring Conductor to the UK market. It's a powerful tool that delivers a clear line of sight, enabling leaders to focus and prioritise when working to reduce, for example, burnout or bullying whilst improving wellbeing, inclusion and productivity."

Jennie Flower, Business Development Director, Minerva Engagement

If you would like to find out more please contact Jennie Flower +44 (0)20 3285 7943
jennie.flower@minervaengagement.com | www.minervaengagement.com

