

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](#)

## Leadership behaviour impacts the psychological safety felt at team level

Great leadership brings great benefits such as improved communication, inclusion, wellbeing, customer experience and productivity. Leaders are also recognised to have a direct influence on team psychological safety – up to as much as 70% influence according to recent Gallup research. Having the ability measure leadership influence on the levels of psychological safety provides invaluable insights that have a direct impact not only on wellbeing and performance but also on the bottom-line.

## Prioritising psychological safety

Minerva Engagement's Psychological Safety Index and approach assesses, measures and improves psychological safety across organisations and in teams. We are fully accredited in the use of the statistically validated tool (Conductor) which is grounded in the latest insights from neuroscience.



## About Minerva Engagement

At Minerva Engagement, we support leaders to create environments filled with the energy, productivity and the wellbeing needed to flourish in a changing world. In short, we enable human excellence.

Applying the latest insights from neuroscience, we shine a light on the human element of business, and bring a depth of understanding that enables high levels of psychological safety and sustainable high performance.

## Our approach and outcome

Our highly-qualified, expert team brings a reassuring blend of scientific insight and real-world business experience. We'll support you in your communication and engagement around the activity and put everything in place to ensure your employees are engaged and responsive.

Our accredited team of statisticians, and neuroleader practitioners will interrogate the findings, pull it all apart and come back to you with informed recommendations that give you a clear line of sight as to where to focus your energies to increase levels of psychological safety and wellbeing across your organisation.

We provide a personal, bespoke and agile approach which, combined with a genuine desire to make a difference means you'll get a safe pair of hands with the care and attention you deserve.

## Our process

A fully supported 7-9 week process designed to secure meaningful insight, providing you with lead indicators into the health, wellbeing, performance potential and levels of psychological safety across the organisation.

