

**Connected Culture Principle #3:
Send signals of safety to create a psychologically safe environment
where risks (on and off the field of play) that lead to the right kinds
of failures are celebrated as moments of growth.**



WORKSHEET

Are you sending the right signals to bring the power of psychological safety to your team?

We can't fully know how others experience us. However, I encourage you to put yourself in the empathy building position of trying to imagine what you are like to work or play for.

For the following questions, do two things:

1. As a thinking exercise, work through the following questions on your own and answer them about you while trying to imagine you from your players and the staff member's point of view.
2. Use these questions in a blind survey for players and coaches.

How safe do the student-athletes feel to speak up on your team?

(Grade on a scale from 1-10, with 10 being the safest)

Explain:

How safe does your staff feel to speak the truth?

(Grade on a scale from 1-10, with 10 being the safest)

Explain:



WORKSHEET (continued)

How safe does it feel on your team for players and coaches to make errors?

(Grade on a scale from 1-10, with 10 being the safest)

Explain:

Do you send contradictory signals in response to hearing hard things?

(For example: Do you use words like "I hear what you're saying" but it is said with crossed arms and clenched jaw.)

(Grade on a scale from 1-10, with 10 being the safest)

Explain:

Do you send contradictory signals in response to errors during practices and games?

(For example: Do your words say "Good job" but your body language express anger.)

(Grade on a scale from 1-10, with 10 being the safest)

Explain:

Take Away for Coaches

- Creating a psychologically safe environment will increase growth and thus team performance
- Psychologically safe cultures are created by the delivery of many signals
- Gen Z is largely a risk-averse generation
- As a coach, you must be consistent in word and action in regard to failure response