

# Psychological Safety

Language is how we communicate how we want things done, express and exchange ideas, explain what expectations are, and create a sense of belonging. What is important about the language we use along with our behaviors is that it helps create psychological safety for the people around us. Psychological safety is being able to show and employ one's self without fear of negative consequences of self-image, status or position on the team. Psychological safety also addresses the idea that a person feels they can bring their whole, authentic self to the space. Another way to view it is that if a person is reluctant to share a belief that they have, but feels like they could if they wanted to, then they have achieved a sense of psychological safety.

Here is a quick psychological safety audit. Use this tool for yourself, your team, and colleagues in the various communities you interact with, your program, university, church groups. It may be psychologically safe in your locker-room, but is it still safe when you go to a booster function, a community event, or in the stands?



WORKSHEET

## Psychological Safety Audit

**Ask these questions to take an audit on the psychological safety of your culture:**

	Yes	Sometimes	No
1. If you make a mistake on this team/staff, will it be held against you?			
2. Are the members of this team/staff able to bring up problems and tough issues?			
3. Do people on this team/staff sometimes reject others for being different?			
4. Is it difficult to ask other members of this team and/or staff for help?			
5. In working with members of this team and/or staff, are unique talents, skills, or experiences utilized?			

Rate your psychological safety as it pertains to the inclusive culture of your team.

**How psychologically safe do you think your team feels?**

(Grade on a scale from 1-10, with 10 being the safest) 1 2 3 4 5 6 7 8 9 10

**How psychologically safe do you think your staff feels?**

(Grade on a scale from 1-10, with 10 being the safest) 1 2 3 4 5 6 7 8 9 10

**How psychologically safe do you think your student-athletes feel?**

(Grade on a scale from 1-10, with 10 being the safest) 1 2 3 4 5 6 7 8 9 10

**How psychologically safe do you think your recruits feel?**

(Grade on a scale from 1-10, with 10 being the safest) 1 2 3 4 5 6 7 8 9 10

**How psychologically safe do you feel?**

(Grade on a scale from 1-10, with 10 being the safest) 1 2 3 4 5 6 7 8 9 10

Once you have established where you feel your psychological safety lies within the confines of your team ask yourself the following questions:

<b>What will make each of these a 10?</b>
<b>How can I verify that this is a true depiction of psychological safety in each of these categories?</b>