

SAFE checklist for leaders

BUILDING AN ENVIRONMENT OF PSYCHOLOGICAL SAFETY AND CONTINUOUS FEEDBACK

CORE ITEMS	KEY QUESTIONS	CHECK
S ETTING BOUNDARIES		
S.1. Clarity	Are you providing a clear sense of direction and a framework for decision making?	<input type="checkbox"/>
S.2. Relationships	Are you maintaining strong connections inside and outside your teams so they can perform effectively together?	<input type="checkbox"/>
S.3. Mindset	Do you encourage your team to recognise that most basic abilities can be developed through resilience and hard work?	<input type="checkbox"/>
S.4. Habits	Are you designing smart habits and agile ways of working, using technology for support.	<input type="checkbox"/>
A CTIVATING BEHAVIOUR	Are you leading by example, building up trust and respect by “walking the talk”?	<input type="checkbox"/>
F AILING FORWARD	Do you openly frame failures - your own and those of others- as opportunities to learn, and enable others in the team to be open and vulnerable about their concerns?	<input type="checkbox"/>
E MPOWER	Do you empower your team members to think and to take initiative, as opposed to simple – mindless – execution of your orders.	<input type="checkbox"/>

“Psychological safety is a condition in which you feel included, safe to learn, safe to contribute and to challenge the status quo – all without fear of being embarrassed, marginalised, or punished in some way.”

Timothy R. Clarck, The 4 Stages of Psychological Safety