



23 WAYS TO INCREASE PSYCHOLOGICAL SAFETY

YOURS AND OTHERS

- **Write a real (like on paper!) thank you note to someone that indirectly helped you**
- Make a list of five things you and your boss have in common
- **Ask a co-worker (or your boss!) what they want to learn this year**
- Tell a co-worker what you think they do really well
- **Grab coffee or lunch with someone you don't know well**
- Make a list of five mistakes you might make this year
- **Start a blame jar - put a quarter in it every time you catch yourself blaming**
- Send a note of encouragement to someone that's struggling
- **Make someone laugh**
- Ask a co-worker (or your boss!) what they want to learn this year
- **Ask "What do you think?" at least once a day**
- Apologize (sincerely and completely) when you need to
- **Thank someone for taking a risk that created an opportunity for learning or growth**
- Help someone reach a goal, even if it has no direct benefit to you
- **Ask a new person for feedback (and say thank you!)**
- Tell someone a story about a time you experienced failure (and do it without blaming)
- **Say no to something you can't or shouldn't do, even when it feels risky**
- Create some silliness
- **Ask someone, "What's one way I could be helpful to you that I might not know about?"**
- Ask someone to tell you a story about themselves
- **Ask your teammates what they're reading**
- Get curious about how people might experience feeling excluded that you may not have noticed before - see if you can find three
- **Incorporate a two-minute check-in process at the beginning of every meeting**