



# Psychological Safety **Practitioner Program**<sup>TM</sup>

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Diagnose clearly. Intervene wisely. Transform sustainably.

*Master the architectures and interventions that  
turn culture from accident to design.*



## You'll Walk Away With:

- The ability to diagnose what's really driving (or blocking) safety in a team or system and translate data into clear, actionable insights leaders can actually hear and use.
- A toolkit of practical interventions — frameworks, language shifts, and system levers — to build safety that sticks instead of one-off “feel good” efforts.
- The skill to partner confidently with senior leaders, even in high-stakes or resistant environments, to move culture change from talk to traction.
- A tested process for designing full-scale psychological safety interventions, complete with metrics and phases.
- A deep sense of practitioner identity and credibility, backed by a certification and a global network of peers doing this work in real organizations.

## Content

The PSPP (Psychological Safety Practitioner Program) is a rigorous, hands-on journey through seven core modules, each blending science, systems thinking, and developmental practice.

<b>Module #1</b> Deep Foundations of Psychological Safety	<p>Go far beyond the basics and examine what psychological safety truly is—and isn't.</p> <ul style="list-style-type: none"><li>• Safety vs. trust vs. comfort.</li><li>• The neuroscience of threat and learning.</li><li>• Team-level vs. system-level safety.</li><li>• The Safety Intelligence Framework (7 Capacities).</li><li>• Case Study work</li></ul>
<b>Module #2</b> The Intervention Designer's Toolkit	<p>Learn how to build an intervention plan that actually works.</p> <ul style="list-style-type: none"><li>• Skillfully use the five levers of change.</li><li>• Using language, norms, and systems as change levers.</li><li>• Integrating SQ capacities into every step.</li><li>• Designing scalable interventions for different budgets and levels of leader buy-in.</li></ul> <p>You'll use our proprietary Pattern Cards, Behavior Maps, and Agreement Mapping Tools to bring interventions to life.</p>

<p><b>Module #3</b> Setting Out: Moving from Data to Action</p>	<p>Learn how to turn Fearless Organization Scan results into compelling stories that create movement.</p> <p>You'll Learn To:</p> <ul style="list-style-type: none"> <li>• Assess when you have enough data to proceed.</li> <li>• Triangulate quantitative and qualitative insights.</li> <li>• Identify the signal in the noise.</li> <li>• Craft a compelling, actionable narrative for leaders.</li> </ul> <p>Practice through case labs, simulations, and real-world storytelling assignments.</p>
<p><b>Module #4</b> Partnering with Leaders</p>	<p>Safety work doesn't stick without leadership. This module gives you tools to hold high-stakes, high-impact conversations with executives.</p> <p>You'll practice:</p> <ul style="list-style-type: none"> <li>• Presenting data in ways leaders can hear it.</li> <li>• Balancing candor and care.</li> <li>• Navigating defensiveness, resistance, and denial.</li> <li>• Coaching leaders to grow their own Safety Intelligence.</li> </ul>
<p><b>Module #5</b> Core Intervention Content</p>	<p>You'll build your practitioner toolbox with ready-to-use frameworks you can deploy immediately:</p> <ul style="list-style-type: none"> <li>• Rules of Agreements</li> <li>• Drama Triangle &amp; Maturity Lens</li> <li>• Failure Mastery (The Right Kind of Wrong + our applied frameworks)</li> <li>• Polarity Thinking &amp; Complexity Navigation</li> <li>• Feedback Models</li> <li>• Rewards &amp; Punishments Diagnostic</li> <li>• Safety Intelligence Self-Assessment and Practice Tools</li> </ul> <p>This is your starter kit — integrate our tools with your own to expand your practice.</p>
<p><b>Module #6</b> Practicum: Designing a Real Intervention</p>	<p>Your capstone. You'll select a real or case-based organization and design a full intervention:</p> <ul style="list-style-type: none"> <li>• Interpretive summary of scan results.</li> <li>• Intervention design with clear phases, metrics, and leadership strategy.</li> <li>• Present your plan for feedback and certification assessment.</li> </ul>
<p><b>Module #7</b> Practitioner Identity &amp; Ongoing Practice</p>	<p>Anchor your confidence as a practitioner.</p> <ul style="list-style-type: none"> <li>• Define your ethical stance and boundaries.</li> <li>• Learn to hold complexity without rescuing or fixing.</li> <li>• Build your business model or internal strategy.</li> <li>• Join our PSPP Community of Practice for ongoing learning and collaboration.</li> </ul>

## What's Included:

- Seven 3-hour, live training modules (virtual)
- Full-color, digital Practitioner Guidebook
- Three custom card decks
- Downloadable frameworks, checklists, and templates
- Access to our Case Study Library
- Peer practice sessions and feedback labs
- Official Certified Psychological Safety Practitioner credential
- Access to the PSPP Practitioner Network

## Investment: \$6,500 per participant

### Not yet FOS certified?

Purchase both the Fearless Organization Scan Certification and Psychological Safety Practitioner Program together for \$7,800. *(Save when you enroll in both programs at once.)*

**Need a different payment arrangement?** We're flexible — reach out if you need to split across fiscal years, or arrange a short-term plan.



## Move Beyond Awareness

The world doesn't need more people who talk about psychological safety. It needs practitioners who can build it—inside the messy, real systems where humans actually work.

If you're a coach, consultant, HR/OD leader, or internal change agent ready to master the next frontier, this is your invitation.

*Spots are limited—this work requires depth, not scale.*

Reserve your seat today.

