

How Safe Do You Feel? A Self-Assessment Survey on Psychological Safety in the Team

Psychological safety is a concept in occupational psychology that describes how safe individuals feel when taking risks and speaking up within a team or organization. Amy Edmondson, a professor at Harvard Business School, defined psychological safety as "a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes." This state enables teams to achieve a high level of engagement, creativity, and collaboration, which are essential for learning and innovation in companies. **The survey helps you assess how psychologically safe you feel in your team.**

Please rate the following 5 questions with answers from 1 to 5. Mark only one answer per question. This questionnaire has been developed for a self-assessment. If you are using it within a team, please do not add any names. Both the test and the evaluation should be conducted anonymously.

	1	2	3	4	5	POINTS
In this team, if someone makes a mistake, it is often held against them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The members of this team are able to address problems and difficult issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In this team, people are sometimes rejected because they are different.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is safe to take a risk in this team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is difficult to ask other members of this team for help.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No one in this team would intentionally act in a way that undermines my efforts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When working with the members of this team, my unique skills and talents are appreciated and utilized.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total points:

Evaluation criteria:

- (1) Strongly Disagree, 1 point
- (2) Disagree, 2 points
- (3) Neutral, 3 points
- (4) Agree, 4 points
- (5) Strongly Agree, 5 points

Survey Evaluation

7 to 10 Points out of 35

Evaluation:

The psychological safety in your team is currently very low, and there is an urgent need for action. You may feel inhibited and have difficulty communicating openly and authentically without feeling uncomfortable or insecure.

Recommended Actions:

It is important that you seek support. A first step could be to discuss your situation with your supervisor. Additionally, consider who in your professional or personal environment could provide you with support. It is crucial that you do not act in isolation but find allies with whom you can share your concerns and experiences.

11 to 20 Points out of 35

Evaluation:

You experience a basic level of psychological safety within your team, but there is room for improvement. Your score indicates that while you work in an environment where a certain degree of openness exists, you may not always feel able to be completely authentic or to express your opinions freely without fearing negative repercussions.

Recommended Actions:

It is important to recognize that this evaluation is specific to your current team and the present moment; conditions might be different in another team. Consider whether a conversation with your supervisor would be sensible to discuss your situation. It is also advisable to seek support from trusted colleagues or mentors who can help you feel safer and more comfortable.

21 to 29 Points out of 35

Evaluation:

Congratulations! You enjoy a high level of psychological safety in your current team. This score reflects that you generally feel comfortable and supported. Although there is still room for further improvement, the conditions for an open and authentic work environment are already well established.

Recommended Actions:

Even if your current situation is satisfactory, there are always opportunities for further development. Take the opportunity to further strengthen your role in the team by continuing to communicate actively and share your opinions and ideas openly. Your example can help others in the team feel more secure and speak up.

29 to 35 Points out of 35

Evaluation:

29 out of 35 points: Excellent! You evidently feel very comfortable in your current team. You can be authentic and express your opinion openly without fearing negative consequences. This is exactly how it should be!

Creating a Psychologically Safe Workplace

During Conversations

- **Active Listening and Presence:** Utilize active feedback such as "I understand" or "That's a good point" to show engagement. Your body language is equally important; nod in agreement and maintain eye contact.
- **Asking Questions:** Demonstrate your genuine interest in what your conversation partners are saying by asking targeted questions.
- **Maintain Open Body Language:** Be mindful of your facial expressions and gestures to ensure you do not convey rejection.
- **Clarify Communication:** Repeat key points of the discussion to ensure mutual understanding is achieved.

In Leadership

- **Seek Feedback and Opinions:** Regularly ask your team for their opinions, feedback, and suggestions for solutions.
- **Acknowledge Differences:** Recognize where you agree and disagree with team members, and make this clear.
- **Approach Conflicts with Solutions in Mind:** Avoid assigning blame and focus on finding solutions.
- **Ensure Accessibility:** Set specific times when you are available for individual and group discussions.
- **Value Diversity of Opinions:** Be open to different ideas and desires from your team members.
- **Express Appreciation:** A simple "thank you" can go a long way. Regularly acknowledge your team's achievements.
- **Transparent Decision-Making:** Do not make decisions behind closed doors. Include your team in the decision-making process and make it understandable for everyone.
- **Every Voice Matters:** Ensure that every opinion has space and is heard in team discussions.
- **Show Support:** Stand by the team's decisions, even when mistakes are made.