



LEADERSHIP DIMENSIONS

SKILL: 'PSYCHOLOGICAL SAFETY'

“Psychological Safety is a climate in which people are comfortable at being and expressing themselves.” Amy Edmondson

“Confidence comes not from always being right but from not fearing to be wrong.”
Peter McIntyre

DEFINITION:

'Psychological Safety' means the safety, freedom and permissibility to be and express ourselves without fear of retaliation; and it's directly linked to Vertical Leadership.

Vertical Leadership promotes self-observation, self-honesty, self-awareness and self-acceptance based on the inner trust of being supported by something within far greater than ourselves.

The more we experience inner trust, the less we retaliate, the less we tolerate retaliation from others, and the more 'Psychological Safety' we enjoy.

The less we experience inner trust, the more we retaliate against ourselves and others, and the less 'Psychological Safety' we have.

The lack of 'Psychological Safety' within results in an inability to create it externally.

Often, the worst retaliators live inside us. As we become aware of our inner retaliation, we can relate with the critics within in ways that transform the role they play inside us.

As leaders, it is of utmost importance to cultivate 'Psychological Safety' within because that is the primary source of the "Psychological Safety" we create externally.

The hallmark of 'Psychological Safety' is a boost of creativity, enthusiasm, engagement and productivity; while, at the same time, cultivating healthy boundaries and personal responsibility.

BENEFITS:

1. Provides opportunity for expression, creativity, enthusiasm and motivation.
2. Reflects equilibrium and maturity emotionally, mentally and spiritually.
3. Fosters diversity, inclusion, expansion and team work.
4. Increases productivity, engagement and results.
5. Provides opportunity for authenticity, openness and transparency.
6. Supports depth, simplicity and understanding.
7. Provides foundational strength for 'willingness'.
8. Allows for greater sense of union and fellowship.
9. It describes a 'team climate' characterized by interpersonal trust and mutual respect in which we are comfortable being ourselves.