

## Psychological Safety

### Leadership strategies:

1. My team leader leads by example.  
Do you respond to stress, frustration, overwhelm, anger, disappointment and conflict in the same way you want the rest of your team to respond?
2. I have opportunities at work to improve my skills.
3. I can comfortably manage my workload
4. I have access to the resources I need to meet expectations at work.
5. My leader clearly communicates any changes in work expectations
6. I am given an appropriate amount of time to complete my work tasks.
7. The feedback I receive from my leader is constructive.
8. My team leader considers the team's feedback when making decisions.
9. All team members are held accountable for their performance.
10. My team leader recognizes my individual contributions to the team.
11. My team leader supports the team in coming up with solutions to challenges.
12. My team leader cares about me as an individual
13. Train the team members to be successors.

### Team interaction strategies:

1. My team celebrates our successes together.
2. My team adheres to boundaries that support a work-life balance
3. My team interacts respectfully.
4. My team is supportive when one of our members is upset.
5. When project timelines change, my team works together to re-examine our priorities.
6. My team approaches setbacks or failures as learning opportunities.
7. My team resolves differences of opinion respectfully.
8. All team members are held accountable for their behaviour
9. My team members share supportive feedback with one another
10. My team members support each other's successes.
11. I can influence important team decisions.
12. The stressors at work are manageable.
13. My work matters to my team.
14. I am committed to the success of my team.
15. People on my team recognize one another's efforts.
16. My team is respected within our organization.
17. I feel like a valued member of my team
18. I enjoy being part of my team
19. I feel proud of the work I do
20. When I make mistakes at work, I am able to learn from them and move on.

## Inclusion strategies (Feel valued)

1. I am treated fairly in our team.
2. My Reporting manager treats me with respect
3. I feel comfortable being myself at work.
4. If someone outside of our team was being difficult, my team members would support me.
5. Each of my team members has a voice in establishing work priorities.
6. I feel safe working with my team
7. I would feel comfortable reaching out to members of my team for help
8. My team is respectful of different cultures
9. Our team is free of discrimination.
10. I feel comfortable speaking up when I don't agree with my team members.