

You Are Not A Frog

Workbook, CPD & Reflection Log



Episode 70: Creating Safety for a Better and Happier Team with Scott Chambers

In this episode, Scott Chambers of 3GHR joins Rachel in discussing psychological safety in teams. He uses his passion for leadership and his management consultancy experience to improve both the trust and performance of those around him.

Scott talks about safety and debunks the myths surrounding it. He shows how it helps members to be their best. Through examples, he also explains the consequences of insufficient psychological safety. Finally, he recommends concrete actions to build openness in your teams.

Podcast links

- [The Fearless Organization](#) by Amy Edmondson
- [3GHR](#) — Management Leadership Coaching & Management Training
- Connect with Scott: [LinkedIn](#) | [Email](#)
- Follow 3GHR: [Twitter](#) | [Facebook](#)
- [Sign up here](#) for more FREE resources.
- Join the [Shapes Collective Facebook group](#).
- [Email Rachel](#) or reach her on [LinkedIn](#) or [Twitter](#).

QUOTE TO REMEMBER:

'You know, there's no one way to be a team. Each team has to find its own way, but there are some things that if you don't do [or] what you'll do wrong are going to stop any team being effective'.

What You Will Learn from the Activity

What makes great teams stand out from the rest?

Having the best people does not ensure success. Teamwork dynamics are crucial. Psychological safety lies at the centre of many relationships. It is a popular concept in organisational psychology and management.

Learning about psychological safety can help you create a safe, supportive, more cooperative and creative work environment. However, it can be difficult to understand and achieve.

This workbook will help you reflect on the ideas Scott shared in the episode. There is an emphasis on the basics to help you better learn the topic. Scott seeks to give a proper definition of psychological safety, given how there is a lot of incorrect information.

After establishing the definition, you can start identifying relevant instances in your life. Reflecting on these events can help you understand what you need to do to create psychological safety.

Trust and vulnerability are crucial aspects of psychological safety. This activity will help you reflect on how you can express these traits more and encourage other team members to do the same.

Finally, you'll consider the value of external input. For resolving disputes, you may need the help of people who can give an objective point. You should develop a list of people you trust enough to fulfil this role.

Ultimately, this activity will help you start to create a safe, productive environment at work. After all, people work their best when they feel safe and secure.

Activity: Creating Psychological Safety

How do I define psychological safety? Have I been in a safe workplace?

What are common examples of threats to psychological safety? How can you counter them?

How can I employ the assumption of good intent?

Why is psychological safety considered as systemic trust?

Reflecting on my team at work, do they do things that could hurt psychological safety?

Who can I trust to facilitate discussions on psychological safety as an external third party?

What should I be doing at work to show vulnerability?

How can I promote psychological safety as a team member? What about as a leader?

Based on my own research, what are other things I can do to promote psychological safety?

CPD time claimed:

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