

This leads to enhanced team dynamics, creativity, and overall performance.

Why It Matters for You and Your Team

Both **trust** and **psychological safety** contribute to positive outcomes at all levels. According to the Chartered Institute of Personnel and Development (2024), these benefits include:

- ✓ Improved individual well-being
- ✓ Enhanced team collaboration and behavior
- ✓ Stronger organizational performance and productivity

Remember: It is your right to feel safe and supported at work. By fostering trust and building psychological safety, we can create workplaces where everyone thrives.

Onward & Upward Together



Contact Information

BPSU Mental Health Campaign Committee
c/o Bermuda Public Services Union
2 Angle Street
Hamilton HM10, Bermuda

T: 441-292-6985
W: www.bpsu.bm
E: mentalhealthcampaigncommittee@bpsu.bm

BPSU Mental Health Campaign Committee



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Creating a Psychologically Safe Workplace:

Your Right to Feel Safe at Work

In any healthy workplace, psychological safety is just as important as physical safety. A lack of psychological safety is often caused by toxic interactions between team members, creating an unhealthy environment that hinders both individual well-being and team success. **So, what can you do to help create a psychologically safe space?**



What is Psychological Safety at Work?

Psychological safety is a shared expectation among team members that they won't be embarrassed, rejected, or punished for sharing ideas, taking risks, or seeking feedback. It doesn't mean that everyone is nice all the time, but it does mean that people are free to:

- ✓ **Brainstorm out loud**
- ✓ **Voice half-finished thoughts**
- ✓ **Challenge the status quo**
- ✓ **Share feedback and work through disagreements**

In a psychologically safe workplace, leaders value honesty, outspokenness, and truth-telling. Team members have each other's backs, creating a trusting and open environment.

The Importance of Psychological Safety

On an Individual Level: Psychological safety reduces stress, boosts job satisfaction, and fosters self-confidence, creativity, and innovation.

At the Team Level: It allows teams to fully utilize their knowledge and talents. People feel more open to share their perspectives, express disagreements, and give and receive feedback, which leads to better team outcomes.

At the Organizational Level: A psychologically safe environment results in lower absenteeism and higher employee retention. Organizations with high psychological safety tend to be more productive, innovative, and enjoy stronger customer advocacy.

What Does a Psychologically Safe Workplace Look Like?

- ✓ **High-performing, inclusive, and innovative teams**
- ✓ **No hidden problems or toxic pockets**
- ✓ **Commitment to work culture** instead of mere compliance
- ✓ **Everyone has a voice and is heard**
- ✓ **Employees exceed expectations** without needing to be coaxed
- ✓ **High accountability driving success**
- ✓ **High talent retention** with top performers wanting to stay

Barriers to a Psychologically Safe Workplace

- ✓ **Ineffective communication**
- ✓ **Conscious and unconscious biases**
- ✓ **Criticism and punitive behavior**
- ✓ **Superficial work relationships**
- ✓ **Lack of trust**
- ✓ **Unresolved conflicts**
- ✓ **Inconsistent behavior**
- ✓ **Micromanagement**
- ✓ **Lack of confidence**
- ✓ **Lack of open and honest feedback**

Tips to Create a Psychologically Safe Work Environment

Create an Open and Trusting Environment: Encourage transparency, where team members can openly express ideas, challenges, and concerns.

Value Everyone's Contributions: Leaders and colleagues alike should show appreciation through simple gestures like saying "thank you" or apologizing when needed.

Demonstrate Compassionate and Inclusive Leadership: Support diversity and inclusivity in the workplace, addressing bullying and harassment with training and education.

Encourage Accountability: Staff should feel empowered to speak up and challenge inappropriate behaviors, fostering a safe and healthy workplace culture.

Create a Positive Work Culture: Promote an environment where constructive criticism and feedback are welcomed, and everyone looks out for one another.

Trust and Psychological Safety: The Foundation of a Healthy Workplace

Trust is crucial in a psychologically safe workplace. When trust exists, people feel comfortable sharing ideas, admitting mistakes, and taking calculated risks without fear. This drives innovation, collaboration, and productivity.

The Benefits of a Psychologically Safe Environment

In a psychologically safe workplace, individuals tend to focus on team goals instead of self-protection. They feel:

- ✓ Comfortable sharing original ideas
- ✓ Free to express different viewpoints
- ✓ Confident asking questions or admitting mistakes without fear or punishment

