PSYCHOLOGICAL SAFETY QUIZ

The quiz below will help you identify how effective you are at providing a psychological safe work environment for your employees. Simply tick true or false to answer each question. If a question does not give you all the information you would like, try to respond in a way that best represents what you would most likely feel. The key is to be as honest as you can.

#	QUESTION	T	F
1	I can bring my whole self to work		
2	If I saw something wrong at work, I would feel comfortable reporting it		
3	Our organization values diverse opinions and ideas.		
4	I am empowered to make decisions that impact my work		
5	We have healthy disagreement and debate on this team.		
6	My immediate manager encourages people with different ideas and opinions to speak up		
7	If I make a mistake at work, it is not unfairly held against me		
8	On my team, we are able to have discussions on difficult/uncomfortable topics		
9	During team meetings, all members are encouraged to speak up and share thoughts and ideas.		
10	I feel comfortable speaking up about problems/ issues in the workplace with my immediate manager		

REFLECTION

Mostly false answers
There is a low degree of psychological safety in your workplace and needs attention. Artificial harmony is part of the culture, and it is likely that your employees are not accepted for who they are and do not feel like they are being heard.

Even number of true and false
There is some degree of psychological safety in your workplace but there is still room for improvement. There may be instances where employees are not feeling appreciated and not feeling that they are being heard.

Mostly True
There is a high degree of psychological safety in your workplace which needs to continue. It is likely that your employees are comfortable bringing their whole self to work and do not feel like they are appreciated, and their thoughts and ideas are being heard.

Use the table below to identify the degree of psychological safety you are providing for your employees. Reflect on the questions where TRUE responses are prevalent to understand what you are doing well. Identify the questions that show a prevalence of FALSE responses, so you can focus on what needs to be done to enhance psychological safety.

What is one thing we can do as an organization to help improve our decision making?

 What is one thing we can do as a team to help improve our decision making??

How can we ensure that all team members have a chance to be heard?