

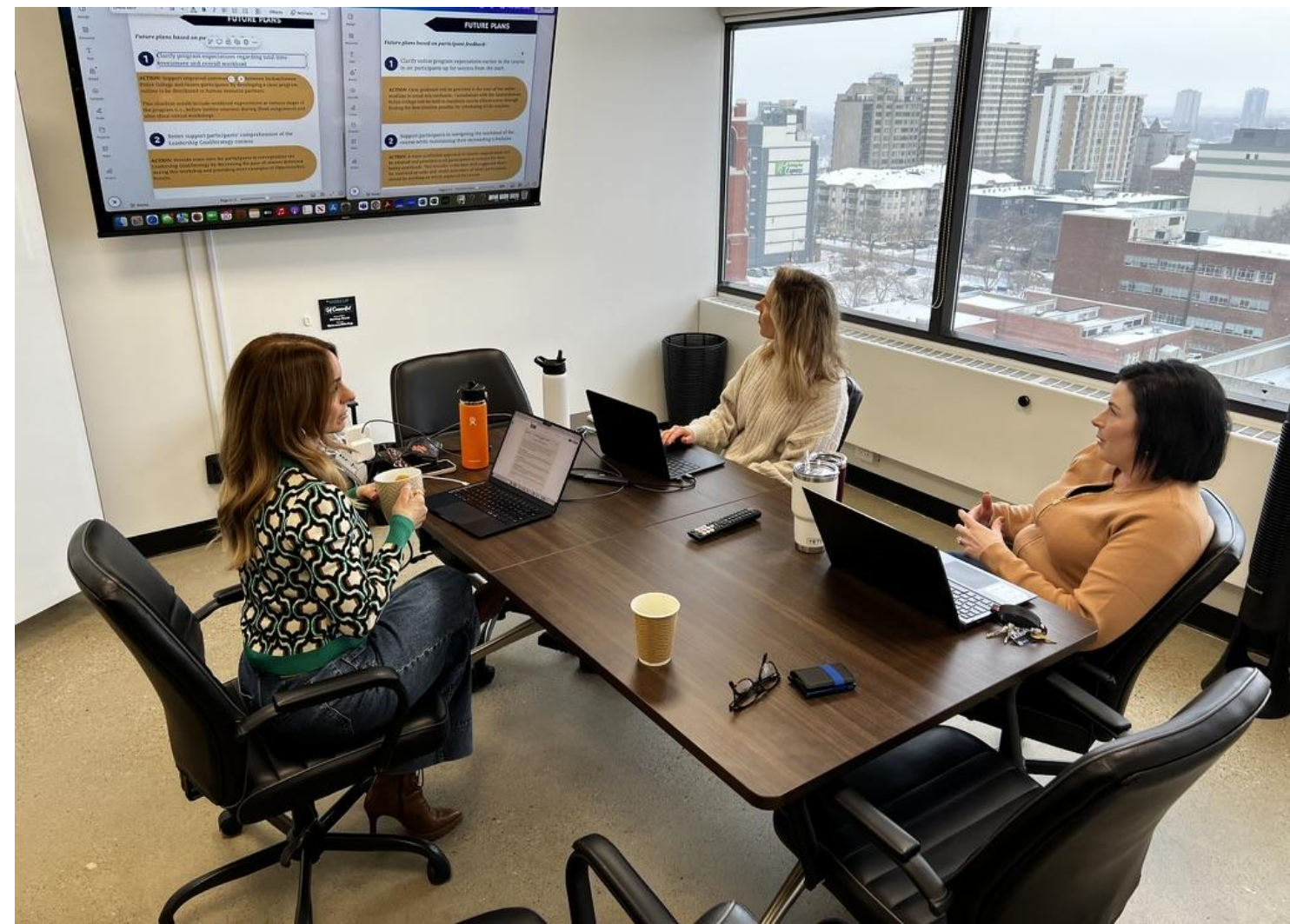
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Creating Brave Spaces

A new approach to psychological safety



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Points of Discussion



- What is psychological safety?
- How safe are we?
- Evolution from safe to brave
- From theory to practice
- Commitment to action

*Psychological
Safety*

How would you explain it?

Reflect...

On a real-life experience you had....that illustrates how you would explain what psychological safety is.

Share with the person sitting next to you!

Definition

Ability to take risks, express ideas and concerns, speak up with questions, and to admit mistakes — all without fear of negative consequences.

“
I was told my opinion was
not welcome.
”

“
Manager was gossiping and
talking poorly about others.
”

“
Bullied into doing unsafe
work.
”

“
Shamed publicly.
”

“
Told not to inform staff
about mental health days.
”

“
I was told not to report an
accident.
”

How Psychologically Safe are We?

Daily Stress

52%

Quiet Quitting

52%

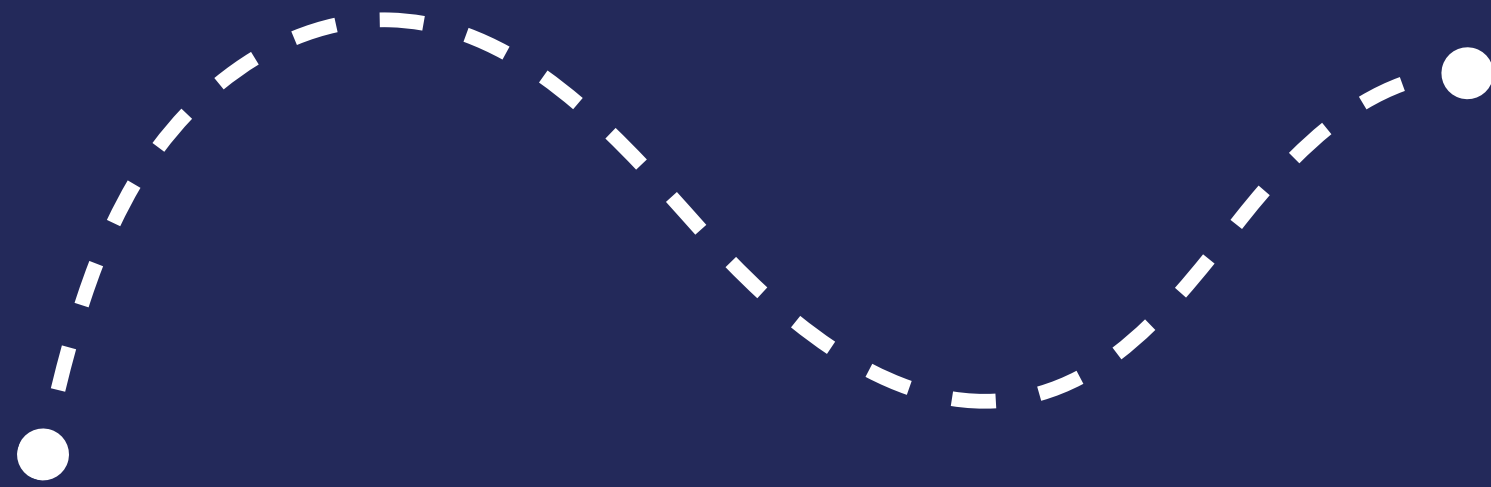
Intent to Leave

47%

Loud Quitting

17%

Brave Spaces



Safe Spaces



Brave Spaces



Individual Process

Psychological Safety



Team Process





Reflect...

Last time you faced a challenging situation at work...

- How did you respond?
- What assumptions did you make?
- How could a brave mindset have changed the outcome?

Self-Awareness



Connecting with Others



Strategies for Navigating Conflict



“
Provided guidance on a
mistake I made.
”

“
Thanked for bringing up an
issue and resolving it.
”

“
My manager protected my
work life balance.
”

“
Leaders took safety concerns I
brought forward seriously and
made changes.
”

“
My boss told me he had my
back.
”

“
I could access a counselor
easily.
”

Commitment to Action

What action will you take this week to foster brave spaces?

How will you hold yourself accountable?

Creating Brave Spaces Program

