Psychological Safety Discussion Questions
Adapted from *The 4 Stages of Psychological Safety*

- What situations have made you feel safe to speak up at work? Or in the cases it hasn't felt safe, what would have helped?

- Are questions welcome on your team?

- When you start working with new people, do you judge their aptitude immediately or do you suppress that impulse?

- How does learning from failures compare to your successes?

- How can you lower the barrier of learner anxiety to the point that the most inhibited and fearful member of the team will come forward and engage?

- Have you ever had a mentor or supervisor that had more confidence in your abilities than you did? How did that influence your motivation and effort?

- Inclusion safety can make all of the difference [when someone reaches out to include you at a vulnerable time]. Has this happened to you? What impact did it have on your performance? Are you paying it forward?

- How do you acknowledge and show sensitivity and appreciation for the cultural differences that exist on your team?

- Do you express any nonverbal cues that might silently marginalize others, such as remote participants in a hybrid meeting?

- What patterns has your team adopted from the leader?

- Do you see evidence of people micromanaging others, leaving them powerless? What would you like to see happen instead if you were in that situation?

- Do you respect only high achievers and the highly educated, or do you recognize that insight and answers can come from some of the most unlikely people?