



## Psychological Safety Workshop

"So now, look around you. Think about people whose knowledge and skills are different than yours. How quickly can you discover the treasures they bring, share what you bring, and then team up to make something impossible happen?"

- Amy Edmondson, Harvard

### What is this?

A short, fun and effective workshop to build psychological safety. Using the process of Connect, Align & Letting go, letting come

### Outcomes

- Opening up to the power of connection and psychological safety.
- Provides training in listening and feedback in a low-stake context.
- Psychological safety.

### Primers

- Listen actively without comments when your partners are sharing, not coming with any suggestions or solutions.
- Focus on what connects.

### Set up

- Timer and a bell.

## How to...

1. Briefly explain the exercise.
2. Divide into groups of three.
3. Decide in the triads who is A, B and C.

### Connect

Gather, standing up in the triads.

1. A: 90 seconds: Share: "Who are you and why are you here?"
2. B 30 sec: What is awakened in me as you share is...
3. C 30 sec: What is awakened in me as you share is...
4. Switch roles, and repeat step 1-3 three so that all have shared.
  
5. Full group: 30 seconds individual, silent reflection on:  
"How was this?/How do I feel now?"

### Align

1. A: 90 seconds: Share: "What is holding us back from strengthening trust & connection in our organization / team?"
2. B 30 sec: What is awakened in me as you share is...
3. C 30 sec: What is awakened in me as you share is...
4. Switch roles, and repeat step 1-3 three so that all have shared.
  
5. Full group: 30 seconds individual, silent reflection on:  
"How was this? How do I feel now?"

### Letting go, letting come

1. A: 90 seconds: Share: "What do we need to let go of / let come to strengthen the trust & connection in our organization / team?"
2. A: 30 sec: What is my contribution to that?"
3. B 30 sec: What is awakened in me as you share is...
4. C 30 sec: What is awakened in me as you share is...
5. Switch roles, and repeat step 1-3 three so that all have shared
  
6. Full group: 30 seconds individual, silent reflection on: "How was this? How do I feel now?"
  
7. All: 10 min: Open emergent sharing.

## Tips and Tricks

Learn more of the theory behind:

[https://www.ted.com/talks/amy\\_edmonds\\_on\\_how\\_to\\_turn\\_a\\_group\\_of\\_strangers\\_into\\_a\\_team](https://www.ted.com/talks/amy_edmonds_on_how_to_turn_a_group_of_strangers_into_a_team)