

ORGANISATIONAL CULTURE

Optimising organisational culture > taking it to YOUR team

Utilise interactive tools like Mentimeter to get an accurate view from your team

MODEL · STAGES OF SAFETY

The four stages of psychological safety

Assess the Team:

Create a poll to assess your team's perception

1 Inclusion safety

"I belong here"

Welcome people as they are; include them in the real conversations.

2 Learner safety

"I can learn and grow"

Treat questions and mistakes as part of the work, starting with your own.

3 Contributor safety

"I can add value"

Give real autonomy and credit for contributions.

4 Challenger safety

"I can challenge the way we do things"

Invite dissent and reward people who challenge you.

Source: Clark (2020) The 4 Stages of Psychological Safety, Berrett-Koehler; Edmondson (2018) The Fearless Organization, Wiley.

TEAM ASSESSMENT

EPPF culture and climate pulse

Rate 1 (strongly disagree) to 5 (strongly agree).

SPEAKING UP	1	People can raise problems and tough issues without fear.	1	2	3	4	5
	2	If you make a mistake here, it is not held against you.	1	2	3	4	5
INFORMATION FLOW	3	Bad news is welcomed and the messenger is thanked.	1	2	3	4	5
	4	Teams across functions work together, not in silos.	1	2	3	4	5
VALUES IN ACTION	5	How we actually behave matches our C.A.R.E. values.	1	2	3	4	5
	6	When things go wrong, we look for learning, not blame.	1	2	3	4	5
LEADERSHIP SIGNALS	7	Leaders role-model the behaviour they ask of others.	1	2	3	4	5
	8	New ideas and constructive challenge are recognised.	1	2	3	4	5

Source: Adapted from Edmondson (1999) team psychological safety scale; Westrum (2004) / DORA generative culture items; Schein & Schein (2017) leader-embedding mechanisms.