



Intentionally Focusing
on Psychological Safety
So Your Team Thrives

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4 *Strategies*

psych safety

Strategy
1

Internal
External



Paper Up!

1 piece of paper

1 card - write a strength

Form a group of **4-5** people.

Put cards in a pile, face down. Mix them up.

Choose a random card; place to forehead (*no peeking!*).

Teammates give **CLUES ONLY**.



Psychological Safety

Psychological Safety

1. Felt excluded in a social setting?
2. Been afraid to ask a question?
3. Been ignored in a discussion?
4. Faced retaliation for challenging the status quo?
5. Been made to feel inferior?

Psychological Safety

Without fear of:

- ☆ being embarrassed
- ☆ marginalized
- ☆ or punished in some way

Challenger safety

satisfies
the human need
to make
things better.

Can I be candid about change?

Have

Challenger

Don't

Voice

Fear is motivator

Compassionately direct

Disruptive ideas unwelcome

Share half-baked ideas

Lack of productivity

Everyday innovation

Groupthink



↓
COURAGE

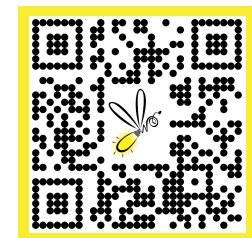
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