Measuring
Psychological safety

In our nutshell ***Being fearless: developing psychological safety at work***, we make the case that organisations of all types and sizes need to enable people to speak up without fear, if we are to make the most of the resources we have and meet the challenges of our age of uncertainty.

Harvard professor, Amy Edmondson calls this *psychological safety*, which she defines as "a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes".

In her book, *The Fearless Organization*, Edmondson shares a simple survey that can be used to measure levels of safety in our own organisations.

We have created a version of it here to help you and your team members understand better your own cultures and what more you might need to do to build the right conditions for high-performing teams.

If you're using the tool with your team, do think about how you will ask people to respond to these statements and make sure you're walking the walk by doing soin a safe way. You might want to score the results yourself before you share them; you may want to create your own version.

However you do it, be open about why you're conducting the survey; explain why psychological safety is so important for team relationships and performance; ask for candour – and be candid yourself; ensure anonymity as much as possible, and consider and explain how you'll use the results to build your own and everyone's awareness and practice.

You can also use this survey alongside our ***Psychological safety leadership self-assessment*** to help hone your own leadership behaviours and practice.

Assessment

How strongly do you agree or disagree with the statements below?

For statements 2, 4, 6 and 7: score 5 for strongly agree and 1 for strongly disagree.

For statements 1, 3 and 5: score 1 for strongly agree and 5 for strongly disagree.

The higher the total score, the more psychologically safe your working environment.

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	SCORE
1. If you make a mistake on this team, it is often held against you.						
2. **Members of this team are able to bring up problems and tough issues.**						
3. People on this team sometimes reject others for being different.						
4. **It is safe to take a risk on this team.**						
5. It is difficult to ask other members of this team for help.						
6. **No one on this team would deliberately act in a way that undermines my efforts.**						
7. Working with members of this team, my unique skills and talents are valued and utilised.						
TOTAL SCORE						

Adapted from Amy Edmondson, The Fearless Organisation: Creating psychological safety in the workplace for learning, innovation, and growth, Wiley, 2019.