



SAMPLE ASSESSMENT: CREATING PSYCHOLOGICALLY SAFE WORKPLACES

By: Dr. Patricia Grabarek & Dr. Katina Sawyer



Workr Beeing

Do you think that your team is psychologically safe? Let's find out. By taking the assessment below¹, you can find out if your team is high, medium, or low on psychological safety. Don't turn to the second page just yet! That's where you'll find instructions for scoring your assessment. Use the scale of 1 (strongly disagree) to 5 (strongly agree) to answer each question. Have fun learning about your team!

QUESTIONS	STRONGLY DISAGREE 1	SOMEWHAT DISAGREE 2	NEITHER AGREE NOR DISAGREE 3	SOMEWHAT AGREE 4	STRONGLY AGREE 5
If you make a mistake on this team, it is often held against you.					
Members of this team are able to bring up problems and tough issues.					
People on this team never reject others for being different.					
It is safe to take a risk on this team.					
It is easy to ask other members of this team for help.					
No one on this team would deliberately act in a way that undermines my efforts.					
Working with members of this team, my unique talents and skills are valued and utilized.					

¹ Edmondson, A. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44, 350-383.

SCORING INSTRUCTIONS:

- » Add up your score across all seven items (e.g., your scores from 1 to 5 for each item).
- » The highest score you can receive is a 35. The lowest score you can receive is a 7.
- » If you **scored from 7-17**, you are on the lower end of psychological safety.
- » If you **scored from 18-27**, you are moderate in psychological safety.
- » If you **scored from 28-35**, you are on the high end of psychological safety.

If you're doing well, great! But, try to share the wealth. Other teams in your organization could learn from your successes. The more psychologically safe teams there are in your organization, the better. So, reflect on what you're doing well to create a psychologically safe environment and tell others about how you've achieved this goal.

If your score is lower than you would have liked, this means that you may need to reflect on where things are going wrong. Which items did you score the lowest on? These are the areas you'll want to focus on first. For example, are employees being punished when they make minor errors? You might need to speak to managers about how to give constructive feedback instead. Is uniformity rewarded and originality looked down upon? If so, you might want to suggest your team go through some diversity and inclusion training. Are people discouraged from helping one another? Or maybe they are encouraged to compete? Think about how you might reward people to work together (e.g. team bonuses). Also, think about eliminating rewards that cause people to step over one another instead of lifting each other up (e.g., leaderboards, or "winner take all" rewards).

Regardless of your score, we hope you learned something while reflecting on your team's psychological safety. If you take time to consciously improve the psychological safety climate on your team, you will see the benefits. So, get started in the areas you most need to improve in today!