

7-Day Psychological Safety Challenge

Commit to cultivating psychological safety on your team this week with this simple challenge aimed at intentionally ingraining inclusion best practices into your daily interactions.

Monday: Make space for big ideas.

In your meetings and conversations today, look for opportunities to entertain new and out-of-the-box ideas or approaches to your work. Don't assume the standard way that something has always been done is necessary or best. You might be surprised by all the opportunities for innovation that arise when you are open to new thinking. Stay open to the instincts and expertise of others and make space for them to contribute or take ownership of the work in new and surprising ways.

Tuesday: Take time for reflection.

In seeking to build psychological safety we must be willing to stop and reflect on how we're doing. Think of a project you've recently wrapped up with your team and schedule a quick meeting to recap what went well, what could have gone better, and how you might do things differently in the future. Encourage everyone to be transparent in their feedback.

Wednesday: Wait for everyone to add input.

Do the same people typically dominate decision-making conversations? Encourage everyone in your meetings today to add their input. It might be helpful to let the group know at the start of your meetings that you're doing this challenge and would appreciate hearing from everyone, so expectations are clear from the outset. To accommodate different communication styles, consider offering multiple ways to respond. Then, make sure to review and consider all the feedback you've received.

Thursday: Tackle productive conflict.

Begin a dialogue with your team about conflict. Do you currently have a process in place for communicating concerns when things aren't working? Have you discussed how colleagues can share reservations in a respectful manner? Collaborating to develop some team norms for managing conflict and some guardrails for difficult conversations is a great place to start.

Friday: Formulate a plan for failure.

You can't expect your team to embrace creative solutions and innovative thinking if they're unsure of the consequences of failure. Share candidly with your team some examples of times you've "failed forward" and express what you learned from the experience. Then have an honest conversation where you decide on a process that will enable you as a group to learn from mistakes and embrace experimentation, without fear of failure or repercussions.

Saturday: Say thank you.

Gratitude is a powerful way to cultivate commitment, confidence, and overall well-being at work and at home. Look for an opportunity to thank someone today for something specific they did that makes you appreciative and tell them what positive impact they had on you. Don't be afraid to reveal how much you rely on them and value their contributions.

Sunday: Stay vulnerable.

As you begin your week commit to having the courage and willingness to stay vulnerable as you prioritize psychological safety. You could begin by sharing with your team and family what you learned about yourself through this challenge. Articulate why you think psychological safety is important and why you are striving to be more intentional about pursuing it in your work and home life. Encourage them to take on this challenge themselves the following week!