

Psychological Safety Checklist

Explore practical strategies to ensure everyone feels heard
and valued in your workplace

Building a Safe Team Culture



Is your team safe enough to innovate? Let's find out.

Innovation isn't just about ideas.

It's about people feeling safe enough to share them.

Use this checklist to take an honest look at your team's culture. Are you unintentionally shutting down innovation before it starts?

Part 1: What Team Members Feel

Check all that regularly apply:

- I can speak up with ideas—even half-baked ones—without fear of ridicule.
- I can ask questions without worrying that I'll look ignorant.
- I've seen others challenge the status quo and be rewarded, not punished.
- I feel heard and valued in team discussions, regardless of title or tenure.
- I can admit mistakes without fearing blame or career damage.
- I trust that my leaders want my input—even if it challenges them.
- I feel like part of the team, not just a cog in the system.

 **Part 2: What Leaders Do**

Check all that you (or your leadership team) regularly demonstrate:

- I actively ask, “What do you think?”—especially from quieter team members.
- I reward curiosity, questions, and “weird” ideas.
- I model vulnerability (e.g., admitting when I’m wrong or unsure).
- I separate critique of the idea from critique of the person.
- I acknowledge my own mistakes publicly and without defensiveness.
- I give credit publicly and redirect praise to the team.
- I create structured spaces for brainstorming—not just hallway drive-bys.

 **Part 3: How Did You Do?**

- **20–24 boxes checked:** You’re building a culture where ideas can breathe. Keep reinforcing it.
- **13–19 boxes checked:** You’re on the right path, but there are gaps that could be stifling innovation.
- **Fewer than 13 boxes:** Time for an honest conversation. Psychological safety isn’t a luxury—it’s the foundation.

 **Final Question:**

If someone on your team had a radical idea that could change the game... Would they feel safe enough to say it out loud?

If not, that’s the work.

Psychological Safety Checklist

Is your team truly safe enough to innovate? The "Psychological Safety Checklist" guides you in assessing your team's culture, revealing whether individuals feel empowered to share ideas without fear of ridicule or retribution. Discover the vital steps to cultivate an environment where creativity thrives and every voice is valued, ensuring that groundbreaking ideas can flourish.