

SAFETY INDEX

Assess the current level of psychological safety on your team:

Psychological Safety Factors	Frequency of Team Actions and Behaviours				
	1 NEVER	2 RARELY	3 SOMETIMES	4 OFTEN	5 ALWAYS
Constructive Interaction					
Team members take accountability versus being defensive					
Challenging issues and topics are addressed quickly and transparently					
Alternative perspectives are encouraged and received with interest and empathy					
Commitment & Consistency					
Members follow through and do what they say they'll do					
Clear processes for communication and making decisions are in place					
The privacy of others and personal confidences are respected					
Candid Communication					
Opinions are expressed openly and candidly					
Feedback is actively solicited from others					
Everyone is involved and heard during discussions					
Belonging					
Members feel heard, supported and encouraged by others					
There is genuine interest in each other's lives					
Team members support actions taken by others on behalf of the team					
Risks & Mistakes					
Taking risks and trying new things is openly encouraged					
People can openly admit their mistakes					
Team members ask for help without judgement					

Tally Your Assessment

Safety Index Factor	Score
Constructive Interaction (max 15)	
Commitment & Consistency (max 15)	
Candid Communication (max 15)	
Belonging (max 15)	
Risks & Mistakes (max 15)	
Psychological Safety Index Total (max 75)	