



Psychological Safety at Work: Barriers and Solutions

Unsafe Factors	Fix it With	Respectful Openers
<p>Fear-based leadership → <i>Employees stay silent, mistakes go unreported.</i></p>	<p>Model the Standard: <i>- Lead with steadiness under pressure - Use clear + respectful communication - Admit mistakes openly</i></p>	<p><i>"I may not have all the answers—what do you see that I might be missing?"</i></p> <p><i>"I appreciate you speaking up; let's look at this together."</i></p>
<p>Bullying, lateral, and vertical violence → <i>Undermines trust, creates anxiety.</i></p>	<p>Stop Toxic Behavior in Its Tracks: <i>- Call out gossip/exclusion - Address repeat patterns - Uphold a culture of respect</i></p>	<p><i>"Behavior that undermines safety has no place here."</i></p> <p><i>"I want to make sure everyone here feels respected. Let's reset."</i></p>
<p>Role ambiguity & overload → <i>Confusion and burnout.</i></p>	<p>Streamline to Succeed: <i>- Clarify priorities in real time - Provide role clarity - Reduce noise/pause or delegate nonessential work</i></p>	<p><i>"Let's clarify the top priorities so your energy goes where it matters most."</i></p> <p><i>"I hear the workload is heavy—what can I take off your plate or delegate?"</i></p>
<p>Lack of open dialogue → <i>Ideas stall, morale drops.</i></p>	<p>Build Trust through Daily Behaviors: <i>- Invite input in meetings - Praise publicly, counsel privately - Encourage respectful disagreement</i></p>	<p><i>"What ideas haven't we tried yet?"</i></p> <p><i>"I'd like to hear a different perspective—who sees this another way?"</i></p>
<p>Unmet basic needs → <i>Employees disengage and withdraw.</i></p>	<p>Support Emotional & Psychological Needs: <i>- Normalize wellness resource use - Check in with team early and often - Provide role clarity</i></p>	<p><i>"How are you holding up outside of work?"</i></p> <p><i>"Do you feel you have what you need to succeed in this role?"</i></p>