

Tap into research and resources exploring the dimensions that build psychological safety and a learning culture. Take steps to increase you and your team's ability to thrive in today's business environment.

Over 20 years of research demonstrates that teams and organizations with higher levels of psychological safety perform better on almost any metric or KPI in comparison to teams and organizations that have low psychological safety.

Examples of how teams and organizations with high psychological safety operate:

- Your team and broader organization share their ideas, and themselves, without fear of reprisal. It's a learning culture where ideas and innovation flourish, where risk taking is done with the safety net of open and transparent conversations.
- Employees feel their voices are heard and valued, positively impacting employee engagement in the organization.
- Inclusion and equity discussions are more than transactional, they are grounded in honesty and openness.
- Innovation increases as ideas flow and generate new products, services, or solutions.

The process:

- Teams complete a short survey identifying four key elements that build psychological safety.
- Teams join a deep dive discussion on results, exploring areas of opportunity and strength.
- Continued pulse checks at regular intervals to maintain accountability to actions.

Project Aristotle (Google's research project on effective teams) identified Psychological Safety as the most important differentiator in creating high functioning teams. Teams of all sizes and levels who are seeking to level up their collective psychological safety benefit from participation in the Fearless Organization Scan facilitated discussion.



Leadership Refinery's founder, Jill Hauwiller, is a sought-after coach, consultant, and educator. She is a certified facilitator of the Fearless Organization Scan, designed by Harvard Professor Amy Edmondson. This training combined with her experience coaching hundreds of professionals around the world allows her to bring together the themes of leadership effectiveness, emotional intelligence, leading through transition, and building high performing teams.

Learn more at leadershiprefinery.com or contact Jill at jill@leadershiprefinery.com to bring the Fearless Organization Scan to your workplace.

