

# Unlock Team Performance by Creating Psychological Safety

GoSkills online course syllabus

**Skill level**

Beginner

**Lessons**

10

**Pre-requisites**

No prior experience needed

**Video duration**

18m

**Estimated study time**

18m 52s

**Instructor**

Minette Norman

## Introduction

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### 1 The foundation

Psychological safety is the foundation for a healthy and collaborative workplace environment.

## Why It Matters

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### 2 What is psychological safety

Although psychological safety has become a commonly used term, it isn't always clearly understood.

### 3 The importance of belonging

Human beings have a fundamental need for a sense of belonging.

### 4 Consequences of not having it

The absence of psychological safety is highly detrimental to team dynamics and performance.

## How to Create It

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### 5 Upgrade your meetings

Meetings, where everyone spends so much time together, are a forum in which you can model psychological safety.

### 6 Model nondefensive reactions

When people are challenged, they often get defensive.

### 7 Normalize failure

It's common for people to be afraid to share failures and mistakes.

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### Welcoming other viewpoints

One of the best ways to deepen psychological safety in your team is to welcome diverse perspectives.

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### Listen to understand

While people often think they are listening, too often they are preparing their response rather than truly listening.

## Conclusion

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### Achieve success

You can achieve success.

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