PSYCHOLOGICAL SAFETY RULES

1 **Don't take your emotions out in emails.**

2 **Choose your environment** – where should this discussion take place respectfully?

3 **Learn to Respond – don't react**: Stop, Think, Act.

4 **Listen** – don't assume, ask more questions.

5 **Park your ego** – don't put your own priorities & stories first.

6 **Manage your tone** – keep it light!

7 **Be fair, consistent, inclusive & without bias.**

8 **Recognise & acknowledge** great behaviours and outcomes.

PSYCHOLOGICAL SAFETY RULES

- NIP NEGATIVITY IN THE BUD

- BE SELF-AWARE OF YOUR ACTIONS, WORDS AND DEMAND THE SAME FROM YOUR TEAM

- INCLUDE YOUR TEAM IN DECISION-MAKING

- DON'T PUSH FOR OUTCOMES

- WELCOME CURIOSITY – THERE'S ALWAYS MORE TO LEARN

- PROMOTE HEALTHY DEBATE - ALLOW DIFFERENT PERSPECTIVES TO CHALLENGE THE STATUS QUO

- GIVE YOUR TEAM A VOICE - INVITE INPUT AND FEEDBACK (DON'T REACT)

- EARN AND EXTEND TRUST

- PROMOTE EFFECTIVENESS – NOT EFFICIENCY

- PROMOTE LEARNINGS FROM FAILURE, NOT CONSEQUENCES

- SOMETIMES IT'S IRRELEVANT WHOSE FAULT IT IS

- CREATE THE CULTURE OF 'EVERYONE'S VOICE IS VALUED'

- RESPOND APPRECIATIVELY, DON'T INTERROGATE