



Creating a Psychologically Safe and Accountable Workplace, What is and isn't Psychological Safety

Purpose

The purpose of this workshop is to help leaders and teams **understand, practice, and embed the true meaning of psychological safety** — not as comfort or the absence of conflict, but as the ability to speak up, share ideas, and take risks in an environment of mutual respect and accountability. Participants learn how to **balance openness with responsibility, so that workplaces are not only safer and more inclusive, but also more innovative, collaborative, and high-performing.**

Training Objectives

Clarity of Concept

Develop a clear understanding of what psychological safety is and what it is not, including its relationship to accountability, performance, and well-being.

Practical Behaviours

Identify and practice concrete behaviours that foster psychological safety while maintaining high standards of responsibility and respect in the workplace.

Application to Work

Recognize opportunities to apply principles of psychological safety and accountability within one's own role, team, and organization to enhance trust, collaboration, and performance.

Why Invest in this Training for Your Team?



Boost Innovation & Problem-Solving

Teams that are both safe and accountable take more calculated risks, generate more creative solutions, and respond faster to challenges.



Drive Performance and Productivity

Psychological safety without accountability breeds comfort and complacency. Accountability without safety creates fear. Together, they create the conditions for high performance, healthy challenge, and sustained growth.



Reduce Risk and Build Trust

A psychologically safe culture reduces the likelihood of costly mistakes being hidden, helps address interpersonal conflicts early, and creates trust across all levels of the organization.



Strengthen Retention & Engagement

Employees are more engaged and loyal when they know their voices matter, their contributions are respected, and high standards are upheld across the team.

Training Options

1-Hour Session: Awareness & Basics

This session provides employees with a clear understanding of what psychological safety is, what it isn't, and why it matters for them and their organization.

Learning Objectives:

- Define psychological safety and distinguish it from common misconceptions (e.g., comfort, consensus, or lack of accountability).
- Recognize the link between psychological safety, accountability, and workplace performance.
- Identify at least 2–3 practical behaviors that foster psychological safety.

Half-Day (3-Hour) Session: Practical Skills & Peer Support

This session deepens employee's understanding and provides opportunity to practice key skills for fostering psychological safety while maintaining accountability.

Learning Objectives & Key Features:

- Understand psychological safety at the individual, team, and organizational level.
- Build skills to engage in open, respectful dialogue even in difficult situations.
- Practice accountability-based behaviors that support performance and well-being.

Full-Day (6-7 Hour) Session: Comprehensive Training

This session provides a comprehensive, experiential deep dive where employees understand, experience, and co-create norms of psychological safety and accountability within their workplace.

Learning Objectives & Key Features:

- Master nuanced understanding of psychological safety and accountability across contexts.
- Practice advanced interpersonal skills that sustain both openness and high performance.
- Co-create strategies and norms tailored to the organization/team for embedding psychological safety.

Summary Table

| Duration | Depth of Content | Interactive Elements | Outcome |
|-----------------|--|--|---|
| 1-Hour | Basic awareness; definitions and distinctions | Quick polls, myths vs. reality | Awareness + 1–2 practical takeaways |
| 3-Hour | Expanded models (stages of safety); skill-building | Case study analysis, role-plays | Practical skills, behavioral commitments |
| 6–7 Hour | Full immersion in theory, practice, and organizational application | Team charters, advanced simulations, feedback rounds | Tangible team norms, individual + collective action plans |