



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

# Pricing

Workshop Length	Investment	Included Participants	Additional Attendees
1 Hour	\$1,050 + GST	Up to 30	\$35 + GST per person
3 Hours	\$2,500 + GST	Up to 20	\$125 + GST per person
Full Day (6 to 7 Hours)	\$4,500 + GST	Up to 20	\$225 + GST per person

## Frequently Asked Questions

### How are workshops delivered?

We offer in person workshops across Edmonton, Sherwood Park, Calgary, and surrounding areas, as well as virtual delivery worldwide in English. Pricing remains the same regardless of delivery format.

### Can workshops be customized to our organization?

Yes. We can tailor workshop content to your industry, leadership group, team needs, or organizational goals. Additional customization fees may apply.

### Who are these workshops designed for?

Our workshops are built for leaders, teams, and organizations looking to strengthen psychological health and safety, improve workplace culture, and equip employees with practical tools they can apply immediately.

### Do participants receive a certificate of completion?

Yes. Certificates of completion can be provided for all participants to recognize their learning and support your organization's commitment to workplace mental health and safety.

## Why Organizations Choose Insight Workplace

Organizations partner with Insight Workplace because our workshops go beyond awareness and create meaningful change. We deliver practical, clinically informed training that equips leaders and teams with real world tools to strengthen psychological health and safety, build resilience, and respond confidently to workplace challenges. Our goal is to help organizations foster healthier cultures, support employee well being, and create workplaces where people and performance can thrive together.