

Here's a **Psychological Safety Action Plan Worksheet** to help individuals and teams cultivate a supportive and open work environment.

Psychological Safety Action Plan Worksheet

1. Assess Current Psychological Safety

- On a scale of 1-10, how safe do you feel sharing your thoughts and ideas in your team?
- Have you ever hesitated to speak up due to fear of judgment? Why?
- What recent situations made you feel either safe or unsafe at work?

2. Identify Key Barriers

- What behaviors or policies currently discourage open communication?
- Are there specific individuals or dynamics that create fear or discomfort?
- How does leadership contribute to or hinder psychological safety?

3. Set Improvement Goals

- What specific changes can improve psychological safety in your team?
- What behaviors can leaders or team members adopt to foster openness?
- How will you measure success (e.g., increased participation, reduced fear of failure)?

4. Develop Action Steps

Action	Who is Responsible?	Deadline	Resources Needed
Example: Encourage open dialogue by holding "safe space" meetings	Team Lead	Monthly	Meeting framework

5. Create a Feedback Loop

- How often will you check in on psychological safety progress?
- What methods will be used to gather feedback (e.g., surveys, one-on-one talks)?
- Who will be responsible for making necessary adjustments?

6. Reinforce Positive Behaviors

- How will you recognize and reward inclusive and supportive behaviors?
- What mechanisms will ensure that improvements are sustained?
- How will new team members be introduced to a culture of psychological safety?