BeTalent

PSYCHOLOGICAL SAFETY

The BeTalent Psychological Safety questionnaire and card sort exercise, developed by Dr Amanda Potter, were scientifically researched and designed to understand how safe people feel within their organisation or team.

Psychological Safety is being able to show and be yourself without fear of negative consequences for your brand, self-image, status or career. It is a shared belief that the team is safe to make interpersonal risks and to speak out, question or challenge.

In psychologically safe teams, members feel accepted and respected for who they are and the unique value they bring. An environment of Psychological Safety is one where colleagues give quality, open and direct feedback in a friendly style, where team members deploy candour and are prepared to deliver more difficult messages.

Identifying your current levels of Psychological Safety will help to increase awareness, allowing teams to develop and foster collaboration.

The BeTalent Psychological Safety Model

The BeTalent Psychological Safety Questionnaire aims to measure ten aspects of Psychological Safety. Each of the aspects are dichotomous, representing both the positive indicators of psychological safety and the relative negative indicators.

How does it work?

Users complete a 12-minute secure questionnaire via the website or app and receive a full interpretive report identifying an individual's or team's level of Psychological Safety. The report has suggestions on how to increase Psychological Safety to help identify and build strategies for success.

Become a BeTalent Psychological Safety Practitioner

HR and Talent colleagues can become certified users through a half-day accreditation course. The half day, plus pre and post work, is designed for professionals with experience of psychometric products.

What are the benefits of using the Psychological Safety Questionnaire?

Focusing on respect, inclusivity and trust to achieve shared goals in a psychologically safe environment can help to:

- Be more open-minded, resilient and more likely to engage in divergent thinking;
- Improve moderate risk-taking, allowing creativity and innovation;
- Increase collaboration and build more successful high-performing teams;
- Give individuals permission to raise concerns and report errors;
- Increase interest in learning and connecting with others;
- Improve motivation and employee engagement;
- Reduce bias, group think and conformity.

Psychological Safety is the "climate at work where you believe you can freely speak-up with any concern or question, a sense of permission for Candour" (Amy Edmondson, 1999).

"Feelings of confidence, safety and freedom detachment out fear and anxiety" (Maslow, 1945).

How much does it cost?

The cost for the Psychological Safety questionnaire is £25, for the group report is £210, and for the online card sort is £15 per person (not including administration). The Psychological Safety Card Sort Packs are £25 per box.

Contact us

To find out more about our training please go to www.betalent.com, email accreditation@betalent.com or contact the office on +44(0)208 645 0222.