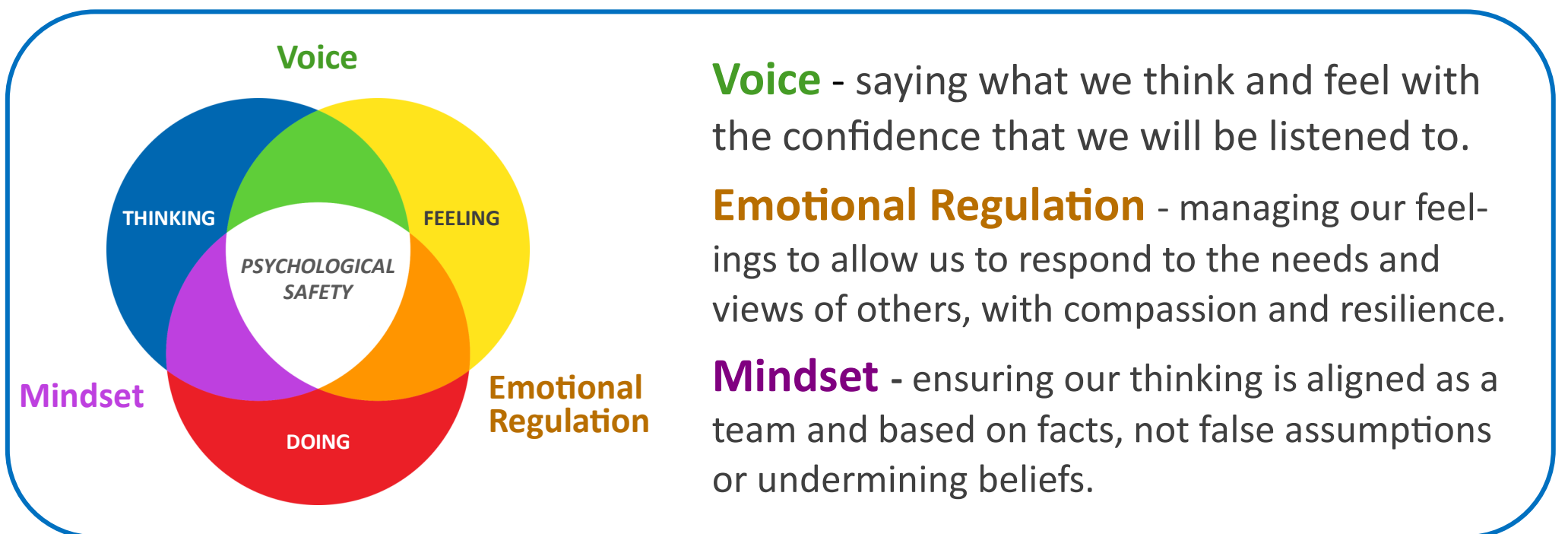


Psychological Safety

Looking after your Health & Wellbeing

We all want to put patients first, but not at the expense of our own health, wellbeing or safe practices. Sometimes we need to speak up, but don't feel able to. This checklist helps review how you are and what is needed to ensure psychological safety in your team.

Psychological Safety is: "the belief you won't be punished or humiliated for speaking up with ideas, questions, concerns or mistakes". In **safe** teams, members **trust** one another and have '**voice**' - feeling accepted, respected and able to express their views.



Checklist - how are you and what do you need?



- **Mindset:** Are you and the team aligned and thinking along the same lines? Are you open to new ideas and change? Are you focused on the facts or are worries or self-doubts getting in the way?
- **Emotional Regulation:** Where do you need to be flexible, in responses or behaviours? Are emotions getting in the way - such as anger, compassion fatigue, guilt, etc? How resilient are you and your team at the moment?
- **Voice:** Do you all speak up when necessary? Can you do so now? Do you listen to others or dominate or over-react? Do you need to talk with someone now, to nip things in the bud, make improvements or give support?

Support: What is needed? Can you support one-another, or do you need help? Here are some useful links:

General: <http://www.aquakx.co.uk/>

Stress & Wellbeing: <https://www.nhs.uk/oneyou/every-mind-matters/>
<https://www.facebook.com/NHSwebsite/videos/195078141918927/>
<https://www.mentalhealth.org.uk/publications/>