

7 Questions to Assess Your Personal Impact on Psychological Safety.

To assess your personal impact on the psychological safety of your team, ask yourself the following seven questions:

- 1. Presence:** Your presence has an impact on the tone and tenor of a meeting. When you enter a room, does your influence warm or chill the air?
- 2. Collaboration:** When you collaborate with your peers, does your influence accelerate or decelerate the speed of discovery and innovation?
- 3. Feedback:** Fear breaks the feedback loop. If there's pervasive fear, people filter or withhold feedback. Does your influence increase or restrict the flow of feedback?
- 4. Inquiry:** Telling has a tendency to shut people down, while asking has tendency to draw people out. Does your influence draw people out or shut them down?
- 5. Dissent:** Dissent is critical to making good decisions by thinking carefully about different potential courses of action. Do you encourage and reward dissent or discourage and punish dissent?
- 6. Mistakes:** Mistakes are clinical material for learning and progress. Do you celebrate mistakes and the lessons learned or overreact and marginalize those who make them?
- 7. Unvarnished Truth:** No one likes to hear the unvarnished truth when it's unflattering. And yet we need to hear it or suffer the consequences of willful blindness. Can people tell you what you don't want to hear when you don't want to hear it?

Now go find a trusted advisor who can tell you the truth and reveal any blindspots related to these questions.