

LeaderFactor The 4 Stages Online Course.

Psychological Safety is at the heart of human connection. Learn about Psychological Safety, become a better human & a more effective professional.

Psychological safety is an environment in which people feel (1) included, (2) safe to learn, (3) safe to contribute, and (4) safe to challenge the status quo – all without fear of being embarrassed, marginalized, or punished in some way. The 4 stages of psychological safety is a universal pattern that reflects the natural progression of human needs in social settings. When teams, organizations, and social units of all kinds progress through The 4 Stages, they create deeply inclusive environments, accelerate learning, increase contribution, and stimulate innovation.

Timeline



The 4 Stages Online Course, led by Dr. Timothy R. Clark, is a 70-minute on-demand course which includes a proprietary action planning module for individuals to create a 30-day action plan to improve psychological safety.

Online Course Contents

Crack Yourself Open

- Your Role as Cultural Architect
- Culture by Design or By Default
- The Vision - Inclusion and Innovation
- Behave Until You Believe

The What & Why of Psychological Safety

- What is Psychological Safety
- Violations of Psychological Safety and Their Costs
- A Brief History of Psychological Safety
- The 4 Stages of Psychological Safety
- The 2 Failure Patterns

The 4 Stages of Psychological Safety

- Stage 1: Inclusion Safety - Do I belong?
- Stage 1: Behavior Selection
- Stage 2: Learner Safety - Am I growing?
- Stage 2: Behavior Selection
- Stage 3: Contributor Safety - Am I making a difference?
- Stage 3: Behavior Selection
- Stage 4: Challenger Safety - Can I challenge the status quo?
- Stage 4: Behavior Selection

Executing Your 30-Day Plan

- Your 30-day Plan
- Reflections

Accountability Drip Series

The action plan section consists of choosing behaviors proven to help improve psychological safety. Individuals will work on 1-behavior a week for 4-weeks. Each individual will receive a series of three emails a week to remind them of the behaviors they have chosen. Individuals can use the reflections module to record what they are learning.

Presented By Dr. Timothy R. Clark

Timothy R. Clark is founder and CEO of LeaderFactor, a global consulting, coaching, and training organization. Dr. Clark is an international authority in the fields of psychological safety & innovation, large-scale change & transformation, and senior leadership development. He is the author of five books: *The 4 Stages of Psychological Safety: The Path to Inclusion and Innovation* (Berrett Koehler), *Epic Change: How to Lead Change in the Global Age* (John Wiley/Jossey-Bass), *Leadership Bones* (Bradmore Road Press), *The Employee Engagement Mindset* (McGraw-Hill), *Leading with Character and Competence: Moving Beyond Title, Position, And Authority* (Berrett-Koehler). He is also the developer of the EQometer emotional intelligence assessment.

Dr. Clark is a highly sought-after advisor, coach, and facilitator to CEOs and senior leadership teams. He has personally coached over 100 CEOs and executives and trained many senior teams around the world. Dr. Clark earned a PhD in social science from Oxford University and was both a British Research Scholar and a Fulbright Scholar at Seoul National University in Korea. He also earned a master's degree in Government and economics from the University of Utah.

