



PSYCHOLOGICAL SAFETY

The secret to happy, high-performing people, teams and organizations

WHAT IS PSYCHOLOGICAL SAFETY?

Most of us understand the importance of physical safety. We protect ourselves and those around us. For example, we typically learn at a young age that hitting someone with our fists when we are angry is socially unacceptable and not conducive to sustaining healthy relationships or personal well-being. Well-defined parameters exist for classifying physical interactions as socially acceptable, helpful, or harmful.

Psychological safety, however, is a new frontier. Only now are we beginning to understand its importance and impact, thanks to recent advancements in neuroscience.

For example, research shows that a “hit” to our psychological safety can have a deeper and longer-lasting impact than a “hit” to our physical selves. In fact, social rejection has the same impact on the brain as a punch to the face. Over time, the pain associated with a physical attack is difficult or impossible to recall. The memory of social rejection, however, even many years after the fact, can elicit the same strength of emotion as it did at the time of the event.

When we experience an attack to our psychological safety, our brain is triggered into a stress response. Our cognitive abilities are compromised. Our higher, logical brain, the one responsible for thinking, creativity, decision-making, and self-control, goes off-line. In this derailed stress state we can find it difficult to concentrate, make decisions, or control our emotions. Maintaining psychological safety is an important factor for optimizing our performance and well-being.

WHY IS IT RELEVANT NOW?

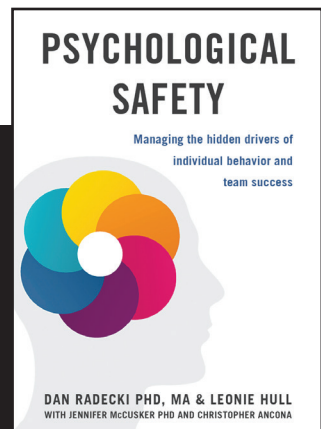
Until recent years, very little scientific knowledge existed about the detrimental impact to the brain when psychological safety is compromised. This changed 27 years ago with the invention of functional Magnetic Resonance Imaging (fMRI) which allowed us to observe and measure the brain in action. Here we gained a better understanding of what motivates us, what drives us, what threatens us, and how we deal with the world around us. As a result we learned more about the brain in the last three decades than we did in all of prior history.

Both scientific and industry research suggests that paying close attention to psychological safety has tangible benefits, not just to personal health and well-being, but to workplace productivity and performance.

In 2015 Google released the findings of some compelling research known as “The Aristotle Project”. In its quest to build the perfect team, Google assessed the factors common to their high-performing teams. They were shocked to find it was not the background, the experience, or the education of the team members that determined the team’s success, but whether psychological safety was present within the team.

In a psychologically safe climate, team members are not afraid to express themselves; they feel accepted and respected. This openness creates a fertile environment for thinking, creativity, innovation, and growth, and leads to more collaborative relationships and an overall improvement in team productivity.

If harming psychological safety is so damaging, and the benefits of protecting psychological safety are so great, why don't we give it the same attention in society as we do physical safety?



BUILDING BETTER BRAINS

The Academy of Brain-based Leadership

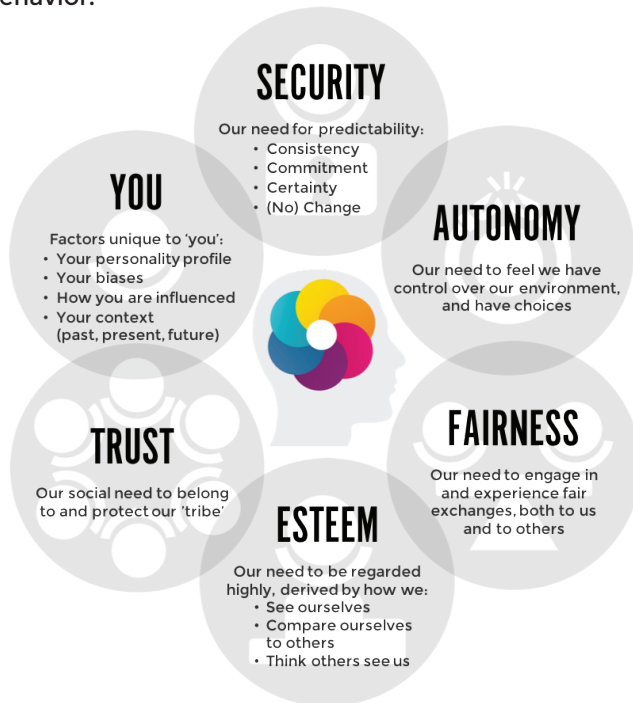
More than 99% of your decisions, motivations and reactions are influenced by automatic, nonconscious processes. That means that most of the time ... you are on autopilot!

Your brain is hardwired for safety above all else.

As society has evolved, our brains have become acutely sensitive, not only to physical threat, but to the psychological threats we experience in our social interactions—things like attitudes, behaviors, and perceived motivations.

THE S.A.F.E.T.Y.™ MODEL

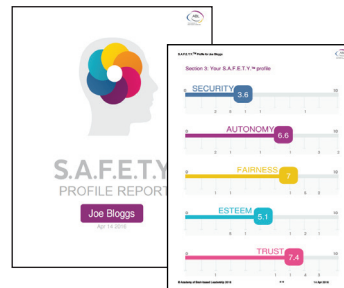
Based on the latest neuroscience research, the S.A.F.E.T.Y.™ Model describes six important social drivers of human behavior:



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So how do you identify and manage the triggers that threaten your psychological safety and hijack your brain?

S.A.F.E.T.Y.™ ASSESSMENT & DEBRIEF



The S.A.F.E.T.Y.™ assessment, together with a 1:1 SAFETY Debrief session, are designed to give you the knowledge and tools you need to understand your nonconscious drivers and protect your psychological

safety in order to manage your stress and maximize your brain's performance.

In the debrief you will learn:

- The nonconscious drivers of behavior
- Your S.A.F.E.T.Y.™ profile and scores
- How you derive your psychological safety
- The potential impact of your S.A.F.E.T.Y.™ profile on yourself and on others
- Brain-based strategies to manage your triggers, biases and stress
- How to develop a S.A.F.E.T.Y.™ filter and perspective

"SAFETY is such a simple model, but it cuts straight to the heart of what creates most of our challenges, problems, fear and stress. Once you've identified the element that is causing your distress, then you can come up with a practical solution to fix it Life changes once you have that information. A most valuable tool to add to your 'surviving life' toolkit!" —Debbie Jeremiah, Faculty, GE Crotonville

LEARN MORE AT:

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