



Brave Space in the Workplace

Overview

Built on the concepts of Harvard professor Amy Edmondson book *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* this training will provide evidence-based ways to create fairness and increase morale. Participants will be challenged to analyze their leadership style and identify and correct personal and professional integrity gaps in a safe, non-judgmental environment.

Learning Objectives

- Develop bravery, courage, candor, vulnerability, and perspective taking to create psychological safety
- Create a healthier work environment and culture for employees
- Build interpersonal trust
- Gain clarity on trust development
- Develop, enhance, and maintain trust in working relationships

Module 1: Psychological Safety

- What is Psychological Safety?
- What is a Brave Space?
- Why It Matters
- Benefits
- The Four Stages of Psychological Safety
 - Inclusion Safety
 - Skills Practice
 - The Safety to Learn
 - Skills Practice
 - The Safety to Contribute
 - Three Ways to Increase Your Contributor Safety
 - Contributor Safety Evaluation
 - The Safety to Challenge the Status Quo
 - Four Steps to Encourage Challenging the Status Quo
 - The Disruption Question Sequence

Wrap-Up and Action Plan