

Building a Foundation for Psychological Safety
A Six Week Challenge presented by Culture Coach International

WEEK 4: Picking Your Strategies

This week we are exploring strategies that you can use to support your rollout of a psychological safety program. Use this worksheet to begin planning your next steps.

Support Crew: Who are 3-4 people who would support this work? If you haven't spoken to them yet, which benefit(s) of psychological safety do you think is more important to them?

Name	Interest in Psychological Safety

Starting Crews: Which crews are you considering as a starting point for this work?

Name	Strengths of the Crew	Things to watch/Be aware of

Change Management: What other initiatives/programs can you align the psychological safety work with? Are you rolling out new safety programs? Improving manager training? Focusing on reducing rework on sites?

Initiative	Key focus area and pain points it is solving	How psychological safety helps to solve these same problems

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Engaging Senior Leadership: What are issues that are keeping your senior leaders up at night?
How can you use these hot button issues to gain their support?

Pain Point	How psychological safety helps to solve these same problems
High insurance rates	Deeper psychological safety means people speak up sooner before issues happen
Expensive rework	People speak up before issues get to be huge and expensive
Lack of collaboration between trades	When people feel valued and part of a larger collective, they will work better together across trades and crews