



How psychologically safe do you feel at work? Psychological safety is defined as a feeling of being able to show and use your skills without fear of being viewed negatively. Members of psychologically *safe* teams feel accepted and respected. They show less stress, more job satisfaction, and greater confidence. How safe do you think your team members feel?

Safety is critical to teamwork. Safety increases employee engagement, better innovation and provides the setting where members learn from mistakes. Members are not shut down, punished or humiliated for speaking up with ideas, questions, or concerns. And as a leader you need to help your team speak up and welcome and engage in productive conflict. Good leaders recognize differences of opinions in team members and use them as an opportunity to explore options and identify solutions that can be most broadly effective and accepted. A safe culture and environment is one where all team members do their best work.

Creating a psychologically safe culture is a tall order for leaders and team members that are co-located, and remote working adds to the challenge. With the advent of the acceptance of remote work, how do leaders build safety?

Here is a list of behaviors that you can adopt as a leader to build safety in your remote and co-located teams:

- Connect with your team as a group and have regular one-on-ones.
- Establish and adhere to rules of engagement for the team.
- Ask your team members about their challenges.
- Focus on solutions to rectify problems vs. finding blame.
- Be self-aware—be open to feedback and admit your weakness and strengths
- Nip negativity in the bud.
- Include your team in decision making.
- Champion your team.
- Invest in fun and celebration.