

# FOSTERING PSYCHOLOGICAL SAFETY IN THE WORKPLACE



Management & Leadership Course

## LEARNING OUTCOMES

- Define psychological safety and explain its importance for team and organisational success.
- Recognise the link between psychological safety, mental health, and performance.
- Apply neuroscience insights to foster trust and inclusion.
- Communicate effectively to encourage openness, honesty, and collaboration.
- Identify and mitigate psychosocial risks in the workplace.
- Lead with empathy and curiosity to build stronger, more resilient teams.
- Create practical strategies to embed psychological safety into daily practice.

## COURSE OVERVIEW

This one-day course equips leaders and teams to build a culture where people feel safe to speak up, take risks, and share ideas without fear of judgment. Psychological safety drives teamwork, innovation, and wellbeing — and this session provides the tools to make it part of everyday practice. Participants will learn the core principles of psychological safety, explore the neuroscience of trust and inclusion, and develop practical strategies for open communication, empathetic leadership, and constructive feedback. Ideal for leaders, supervisors, and HR professionals seeking to create inclusive, high-performing, and resilient workplaces.

## TOPICS COVERED IN THIS COURSE

### Understanding Psychological Safety

Explore the history, definition, and importance of psychological safety and how it influences team performance and wellbeing.

### The Neuroscience of Safety and Trust

Learn how the brain responds to threat and reward, and how to foster trust, inclusion, and belonging in your team.

### Key Concepts and Terminology

Clarify essential terms including psychological safety, psychosocial hazards, mental health, and wellbeing, and understand their practical relevance in the workplace.

### Building a Psychologically Safe Culture

Identify the characteristics of safe, high-performing workplaces and learn how to cultivate “rewarded vulnerability” and openness.

### Communication for Safety and Inclusion

Develop essential communication and listening skills that encourage transparency, respect, and constructive dialogue.

### Leading with Empathy and Curiosity

Apply inclusive leadership practices that support honesty, learning, and collaboration — even during difficult conversations.

### Managing Psychosocial Risks

Understand common workplace psychosocial hazards and how to proactively prevent or reduce their impact.

### Action Planning for Sustainable Change

Create a personal or team action plan to integrate psychologically safe practices into everyday leadership and team culture.