

3 easy + effective ways to prioritize psychological safety in your leadership approach

Host Weekly Coffee + Chats



listen > talk

Host one 30-minute coffee + chat session with 2-3 team members each week. Small groups will have a good mix of extroverts and introverts, newbies and veterans, various specialties, and different conflict-resolution styles. Bring 1 prompt to each session and simply listen to what your team says and observe how they interact with each other. Commit to this for 3-months, constantly mixing up pairings. You will watch people become more comfortable in larger group settings.

Solicit Feedback in 1-on-1s



make it personal

In recurring 1-on-1 meetings, consistently invite your direct reports' input on you. If they cop out with something like: *"Sometimes you can be a perfectionist...which I can tell puts a lot of stress on yourself."* > ask them how your perfectionism affects THEM. Listen without judgement or trying to fix anything. Genuinely appreciate how scary it probably was for them to give you real feedback, and thank them. After a while they will look forward to opportunities to connect with you in this way.

Reward Bravery



progress > perfection

Encourage your team to bring problems to you - even if they don't have recommendations yet for the solution. Ask in 1-on-1s if there are any problems that have been keeping them up at night. If they try to gloss over one, ask them to explain it to you like you're a kid. Recognize them in your next team meeting for inviting you into their problem-solving process and find a true-to-you way to reward them individually. Lollipops and funny stickers don't just work in pediatrician's offices.