

Psychologically Safe Workplaces

Build environments where teams feel safe to speak, reflect, and grow

THE GAP

Hierarchical work structures can discourage staff from flagging compliance risks or mistakes, leading to groupthink and undisclosed errors that undermine institutional stability. When people do not feel safe to speak, organizations lose the signal they need most.

THE SHIFT

- From hierarchies that silence to structures that surface concerns early
- From safety as an HR topic to safety as a risk management tool
- From compliance with harassment policy to lived practice of psychological safety

WHAT'S INSIDE

- Psychologically safe workplaces: definitions and hallmarks
- The link between psychological safety, DEI, and Women Empowerment Principles (WEP)
- Dynamics of power and powerlessness
- Identities, prejudice, and unconscious bias
- Harassment at the workplace (Protection against Harassment of Women at the Workplace Amendment Act, 2022)
- Psychologically safe behaviors and practices

WHAT YOU WALK AWAY WITH

- Improved team performance through open feedback loops
- Reduced turnover by creating a more inclusive and valued workforce
- Strengthened understanding of harassment in the context of organizational and government policies

WHO IT'S FOR

- Employees at all organizational tiers



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