



★ Learner Worksheet: Understanding & Applying DEI in the Workplace

Lesson 7: Psychological Safety

💡 **Opening Thought:** Psychological safety is the belief that you won't be punished or humiliated for speaking up with ideas, questions, or concerns.

Quick Reflection

📝 Think about your current team or workplace:

- Do people freely share ideas?
- Do mistakes get treated as learning opportunities?
- Do you feel safe speaking up when something doesn't feel right?

📌 Activity: Safety Check Scale

On a scale of 1-10, rate how psychologically safe you feel at work.

- 1 = I usually keep my thoughts to myself
- 10 = I feel free to share openly without fear

1 😞 2 😞 3 😞 4 😐 5 😊 6 😊 7 😊 8 😊 9 😊 10 😍

Now, answer:

- What makes you feel safer to speak up?
- What makes you hold back?

📘 **Case Example:** A crew member notices a safety hazard but doesn't speak up because they're afraid of being seen as "complaining."

- What risks does this create?
- What could a leader do to encourage speaking up?

Action Step

★ One way I can help create psychological safety on my team is: