

Psychological Safety: What is it and Why is it Important?

Psychological safety is the shared belief among team members that it's safe to voice thoughts or ideas, and to take emotional risks; a term made popular by Harvard scholar Amy Edmondson.

A psychologically safe work environment is one where leaders and managers encourage employees to be themselves, offer empathy in response to openness and honesty, and empower employees to take risks.

When organizations recognize that behavioral health (mental health and substance use) is as much a priority as physical health, employees can be more open about how they're feeling, communicate their needs, and ask for help. And most importantly, a psychologically safe workplace can also prevent issues such as stoking anxiety, fear, and stress. This leads to stronger teams, more openness to feedback, and increased productivity.



Benefits of Psychological Safety in the Workplace:

- Strengthens team bonds
- Enhances pride in oneself
- Instills pride in accomplishments
- Boosts openness to feedback
- Increases productivity
- Encourages creative problem solving
- Allows for feedback to leadership
- Leads to professional and personal growth