



6 questions to create psychological safety with your team members:¹

Ask these questions to your team members

What's the thing I do you see me doing that's helping me best contribute to the team?

What's the thing I do that's distracting from our success?

What's one thing I need to know about you that will improve our relationship?

What's the one thing you need from me that will enable you to be successful?

What's one gift, skill or talent you have that I've overlooked, under-valued or under-utilized?

What motivates you and how can we bring more of that to your work?

Ask your team members these questions, listen to them intently. You are listening to understand, not just to respond. As a leader, what steps have you taken to create psychological safety in your team?

How do you make employees feel psychologically safe?

¹ <https://www.game-changer.net/2022/01/18/6-questions-to-create-psychological-safety-with-your-team/>