



9 signs your organization has low psychological safety¹:

Here are some signs and symptoms that your employees don't feel psychologically safe:

- Employees don't ask many questions during meetings.
- Employees don't feel comfortable owning up to mistakes or place blame on others when mistakes are made.
- The team avoids difficult conversations and hot-button topics.
- Executives and team leaders tend to dominate meeting discussions.
- Feedback is not frequently given or requested.
- Employees don't often venture outside of their job descriptions to support other teammates.
- Employees don't ask one another for help when they need it.
- There are hardly any disagreements or differing points of view.
- Employees don't know one another personally, just professionally.

¹ <https://www.predictiveindex.com/blog/how-to-measure-psychological-safety>