

TRANSFORMATIONAL SAFETY



PSYCHOLOGICAL SAFETY PERSONAL AWARENESS INSTRUMENT Individual Format



Thank you for taking the time to complete the Psychological Safety Personal Awareness Instrument.

This tool shall enable you to gain a basic understanding of where you see yourself, and your surroundings, placed against three (3) elements of Psychological Safety.

Please rate your level of agreement with each of the following statements.

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neither Agree nor Disagree
- 4 = Agree
- 5 = Strongly Agree

INDIVIDUAL PSYCHOLOGICAL SAFETY:

- | | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Around here it is easy to discuss issues and problems around safety. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. In this place I won't get into trouble or be criticised if I own up to an error or mistake. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. It is very easy to ask someone else to help out – and I am confident they always will. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I feel quite okay about talking to people about new or different ways of going about doing something – even if it's a bit out of the box. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

SAFETY & RESPECT:

- | | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. In this place it's quite okay to be different – people are accepted for who they are. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. The people I work with welcome my ideas and they make me feel valued and important. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. In this workplace I personally feel respected by the people I work and value their opinions. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. The people around here would easily be able to describe the value of other people's contributions towards safety. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

SAFETY AND A LEARNING ENVIRONMENT:

- | | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. In this workplace we are comfortable admitting to our own errors and work as a team to try and make sure they don't happen again. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. We actually take as much time as we need to find new and better ways to get our tasks done more safely. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. People around here are quite open to express their opinions when they think things might be going wrong – they certainly don't just keep quiet. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. In this place we actually spend time trying to challenge our "assumptions" and if necessary, work out strategies to make sure they don't get in the way of safety | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



Individual Scoring

Add up your scores for each of the Sections and write the results in the boxes provided.

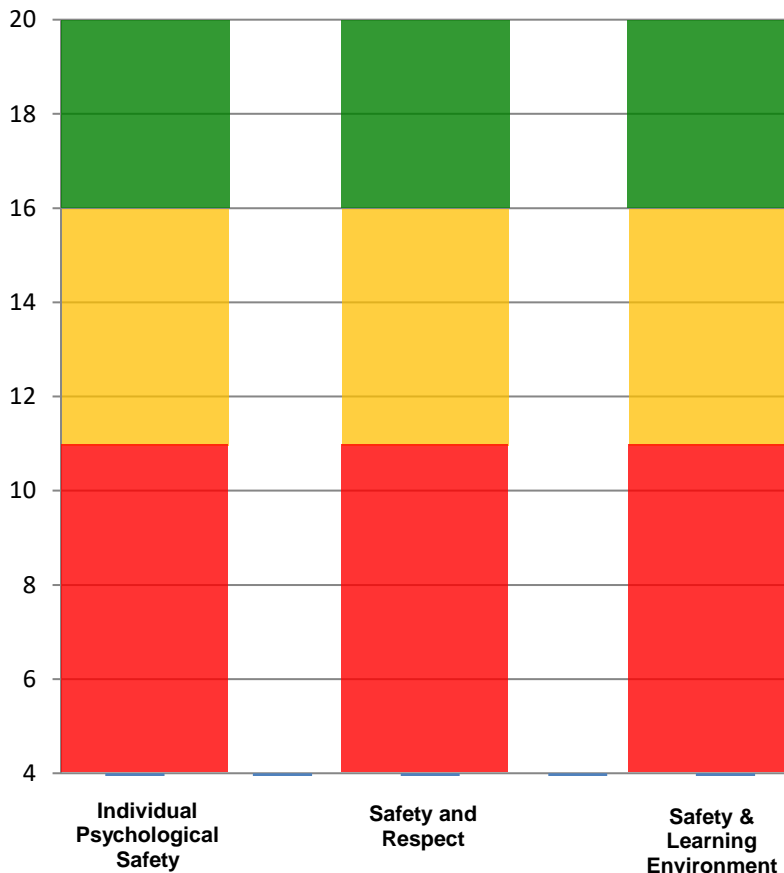
Section One (Individual Psychological Safety): =

Section Two (Safety and Respect): =

Section Three (Safety & Learning Environment): =

You now plot your raw scores on the Psychological Safety Grid.

The optimal Psychological Safety descriptors consistently demonstrate thoughts and practices in the green (best practice) zones. Amber zones are acceptable; although you should always be striving for green. Red zones are danger zones. You would prefer not to be here!



PSYCHOLOGICAL SAFETY

Will **OTHERS** give you the benefit of the doubt when you take a risk?

"My team expects me to speak up. It's how we do things."

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