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LUNCH & LEARN WEBINAR

How to create psychologically safe and thriving teams in a hybrid world of work



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INTRODUCTIONS



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OUR DISCUSSION



Why is psychological safety so important?

What is the connection between wellbeing and psychological safety?

Is it harder to build psychological safety in virtual or hybrid teams?

What pathways do we see to building psychological safety in teams or organisations

How far is far enough?



Why is psychological safety so important?





“Project Aristotle”

Project Aristotle revealed that psychological safety is the number one predictor of team effectiveness

What Google Learned from its Quest to Build the Perfect Team (180 Teams – measurement of team performance)



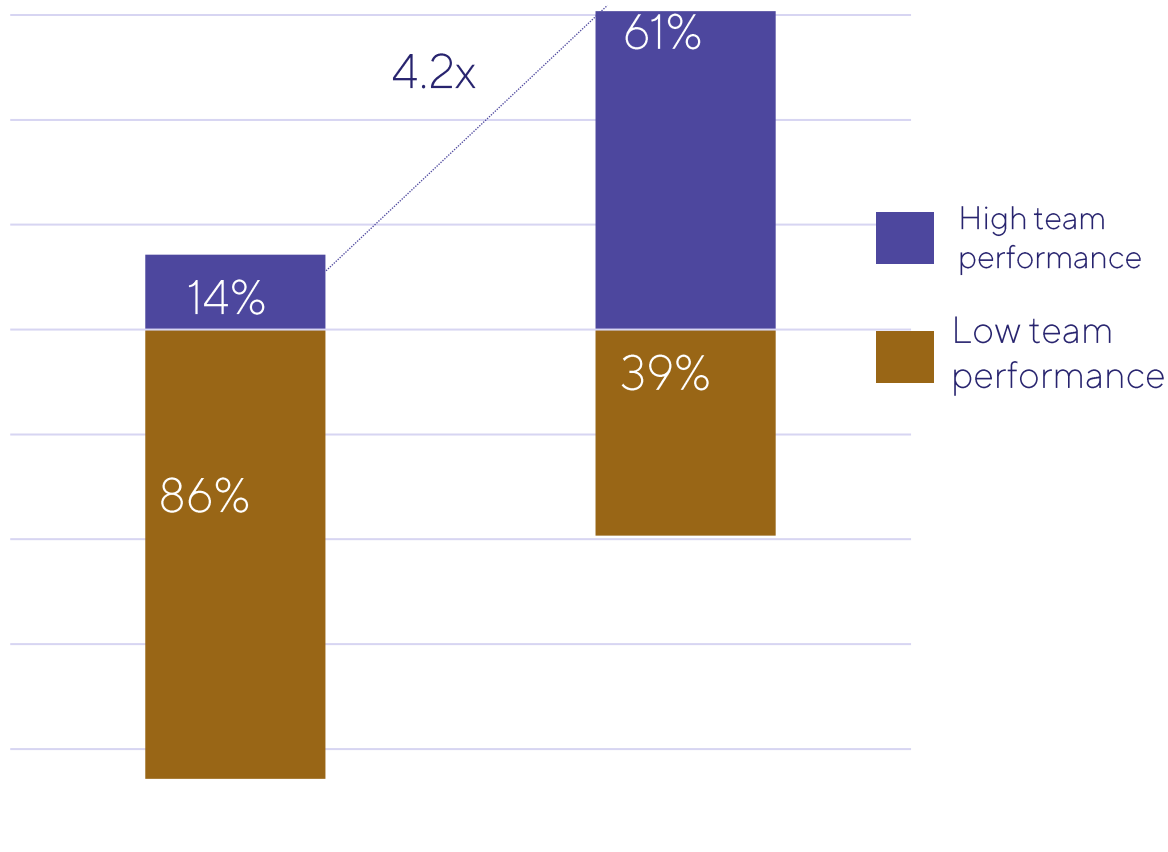


The Google researchers found that individuals on teams with higher psychological safety are less likely to leave Google, they're more likely to harness the power of diverse ideas from their teammates, they bring in more revenue, and they're rated as effective twice as often by executives



PSYCHOLOGICAL SAFETY IMPACTS PERFORMANCE

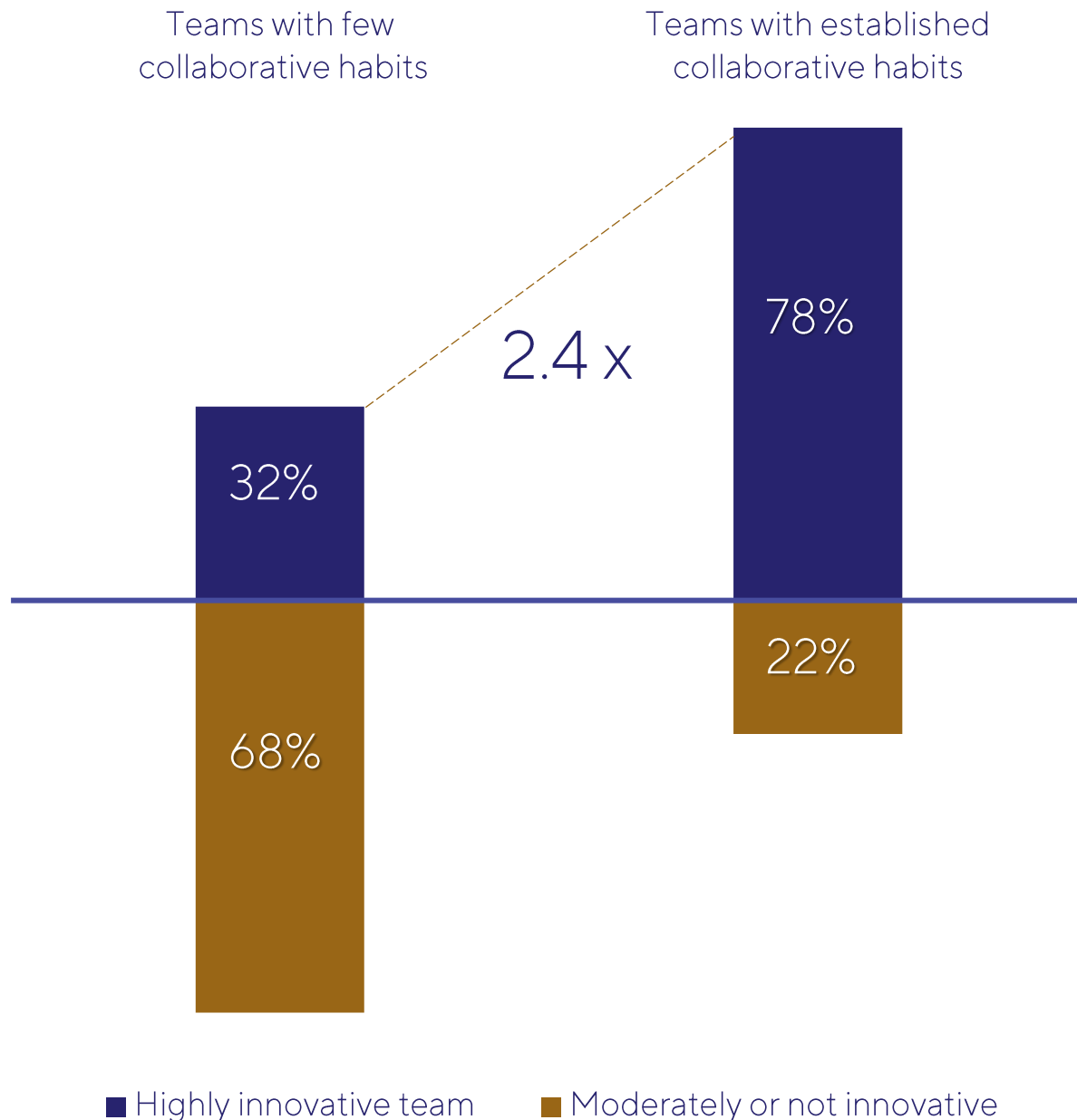
Low psychological safety High psychological safety



Awaris Data of N=84 Teams

- Team Performance is linked to the feeling of psychological safety.
- With high safety, teams are 4.2 more likely to be among the high performing teams.

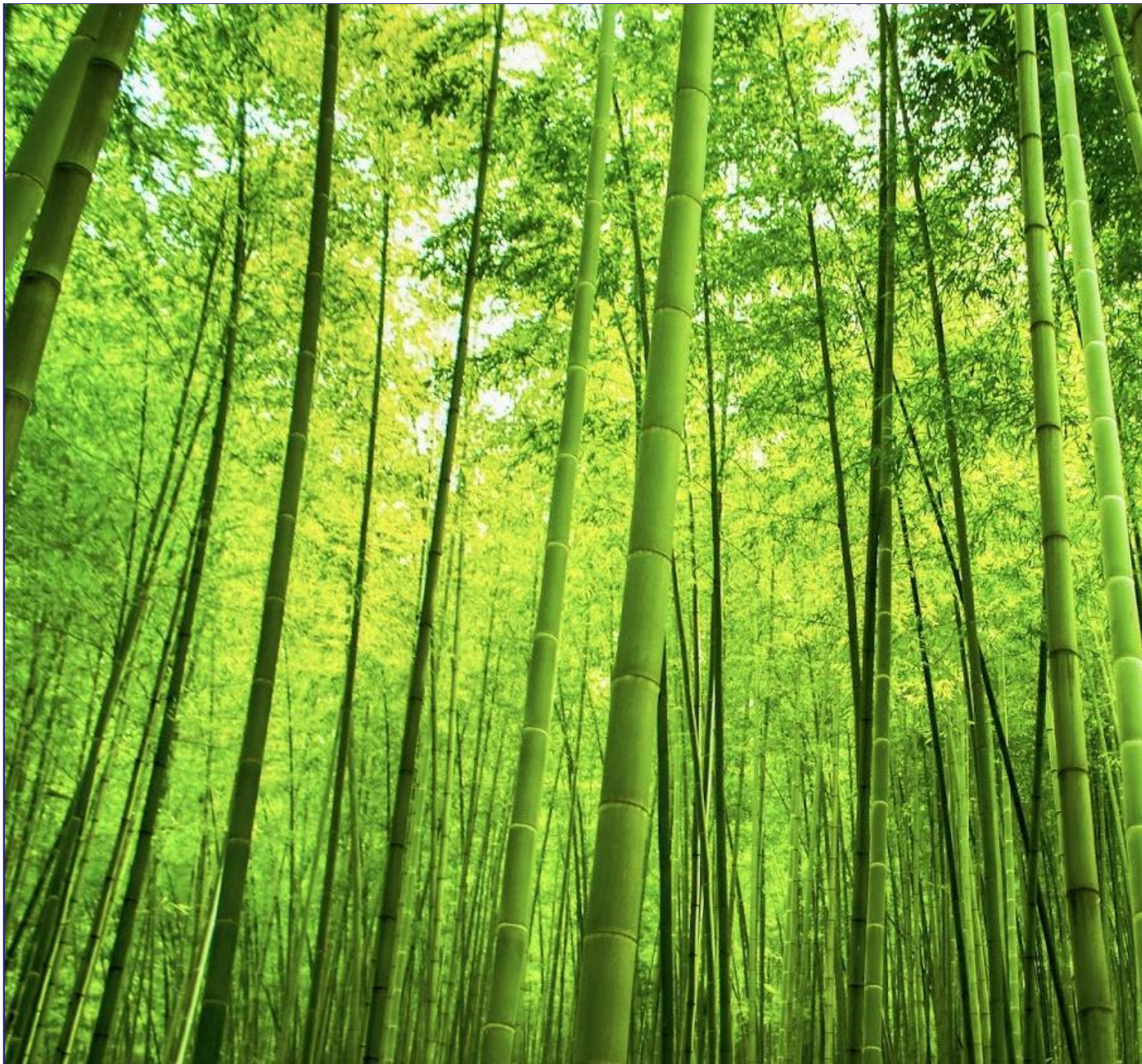




Team Habits strongly impact innovation

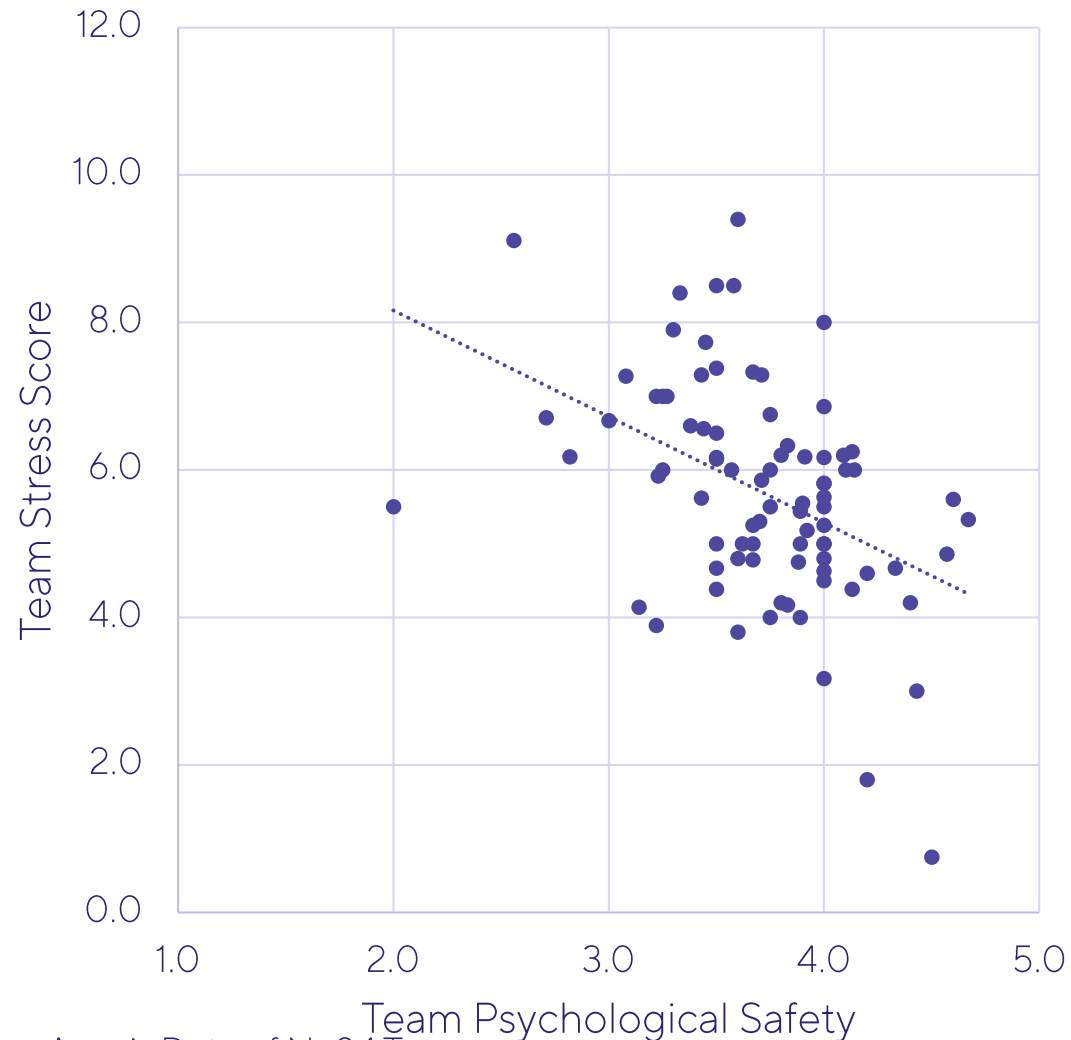
- Frequently engaging with each other outside of meetings. Those that do are almost always in the high innovation category.
- Giving each other positive feedback: Highly innovative teams are 3x more likely to give each other a lot of positive feedback.





What is the connection between wellbeing and psychological safety?

PSYCHOLOGICAL SAFETY MODERATES TEAM STRESS

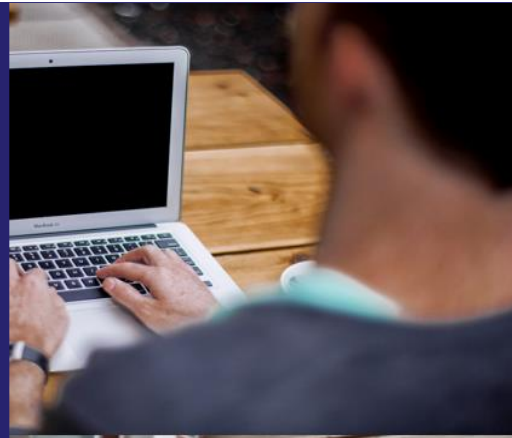


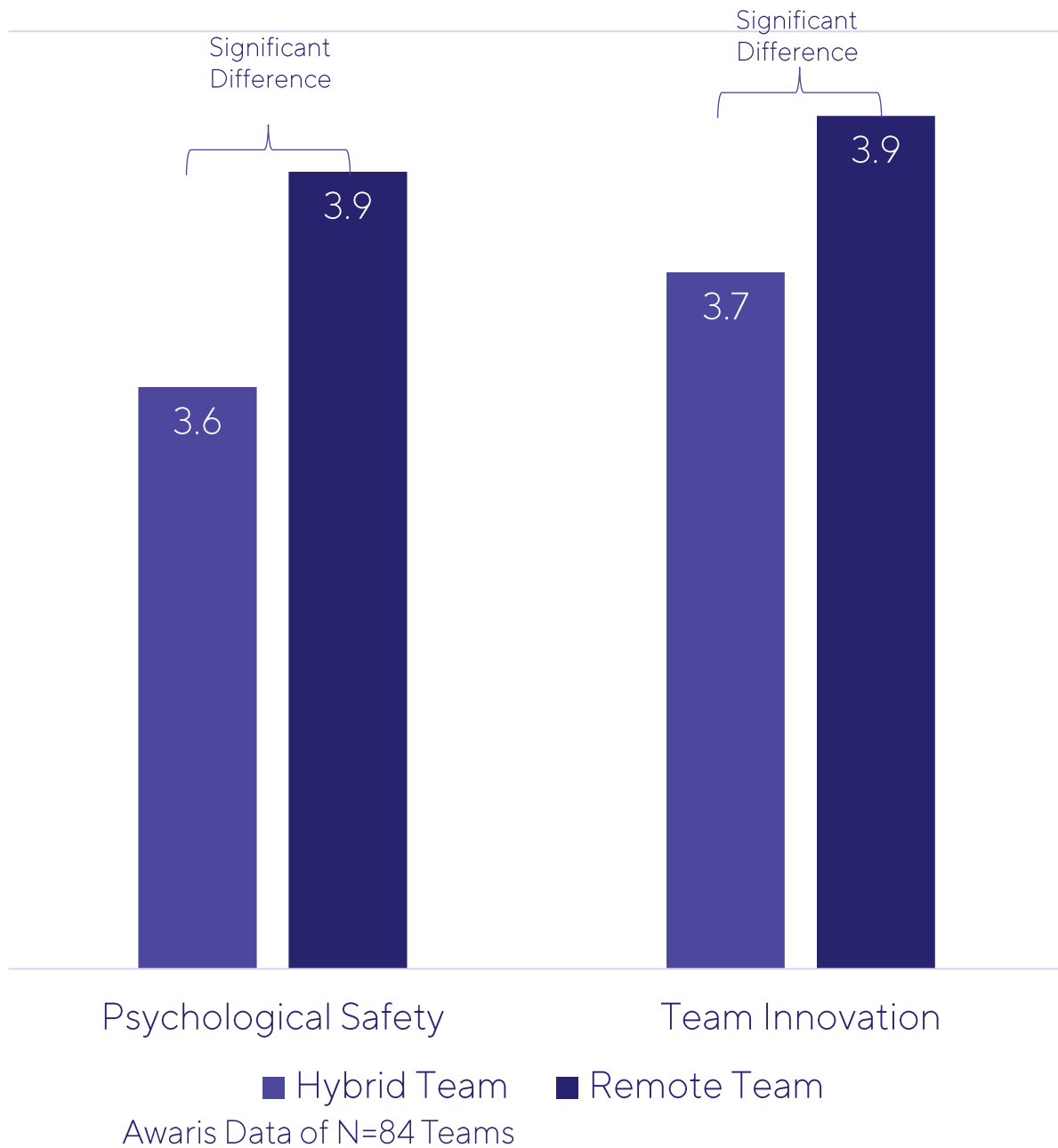
Awaris Data of N=84 Teams

Team Psychological Safety buffers team stress and thus increases the resilience of a team




Is psychological safety
more challenging in
virtual or hybrid
teams?





Both psychological safety and team innovativeness scores are significantly lower in hybrid teams compared to fully remote teams.



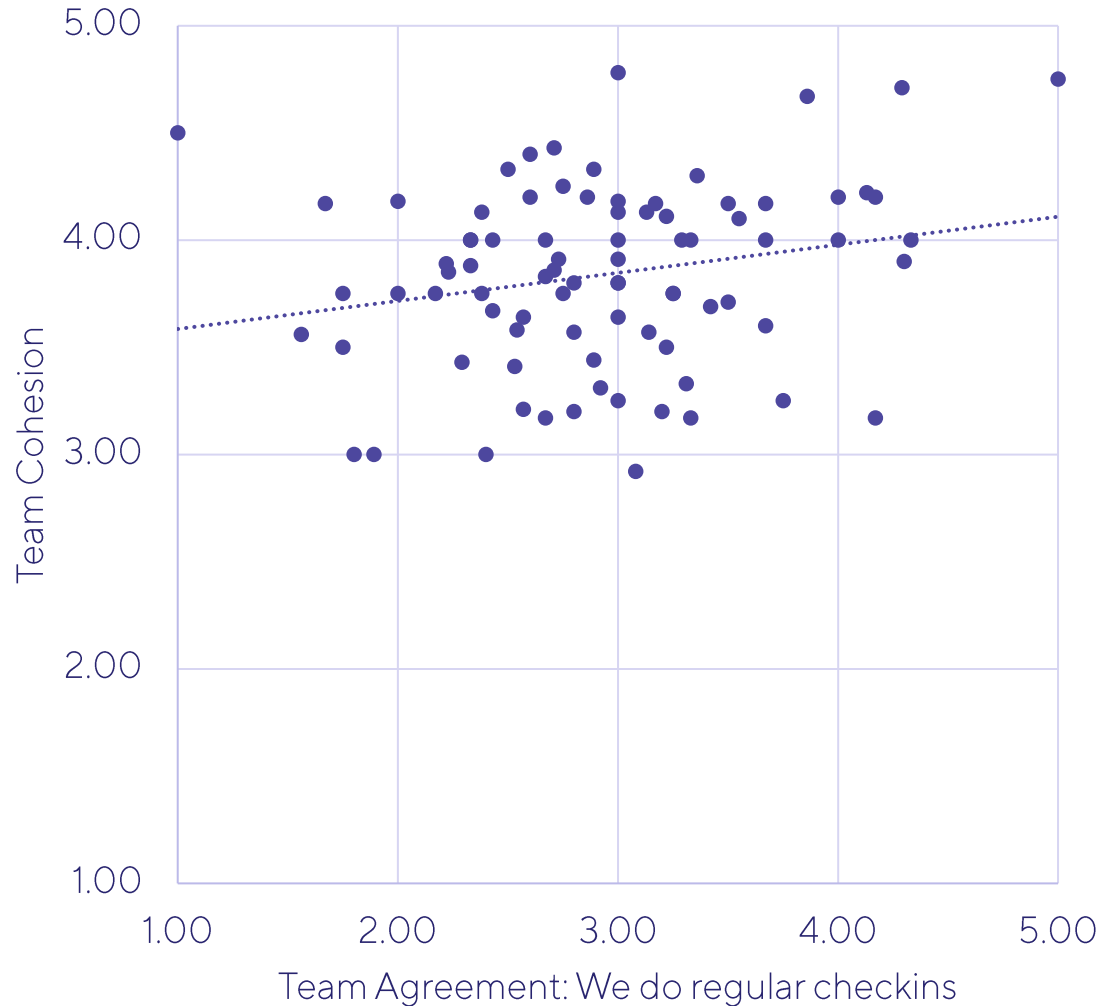


Many teams have not yet mastered a new team culture: Team members do not know how often and why they should come to the office. More than 70 % of teams have not yet discussed how they want to collaborate in the future.



What pathways are you taking to cultivate psychological safety?

BUILDING HABITS: CHECKINS



Source: awaris Data of N=84 Teams

- Teams that regularly check-in with each other score 1.5 x more frequently in the high team cohesion/ low virtual distance category than teams that do not ($r=0.22$)



Building habits for psychological safety

- **Check-Ins** (How are we doing?)
- **Emotions** - being able to address emotions in teams
- **Integration** – our views and equality of turn taking
- **Reflecting on our collaboration AND adapting**



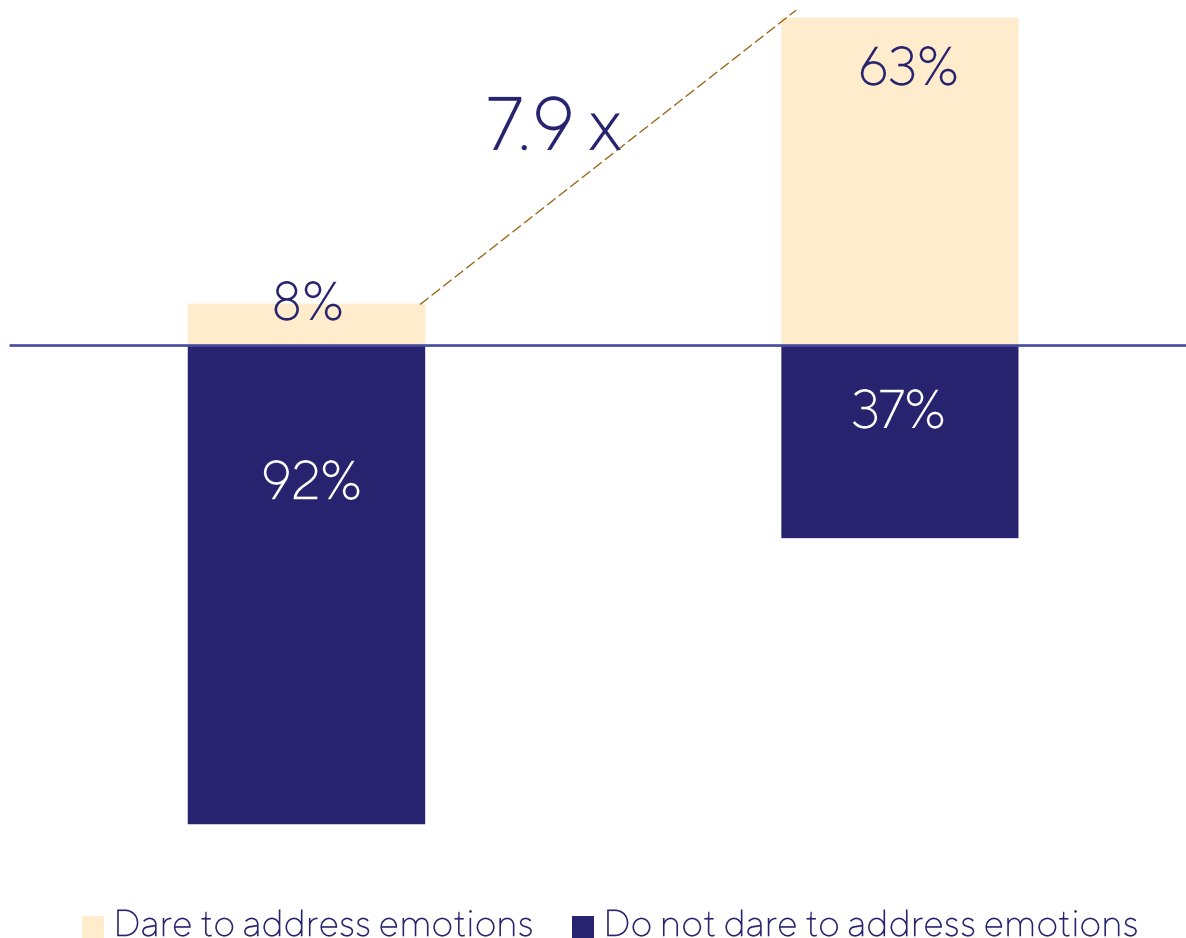
61%

Of Variance of
Psychological Safety at
Team Level

BUILDING HABITS: POSITIVITY

Little positive Feedback

A lot of positive Feedback

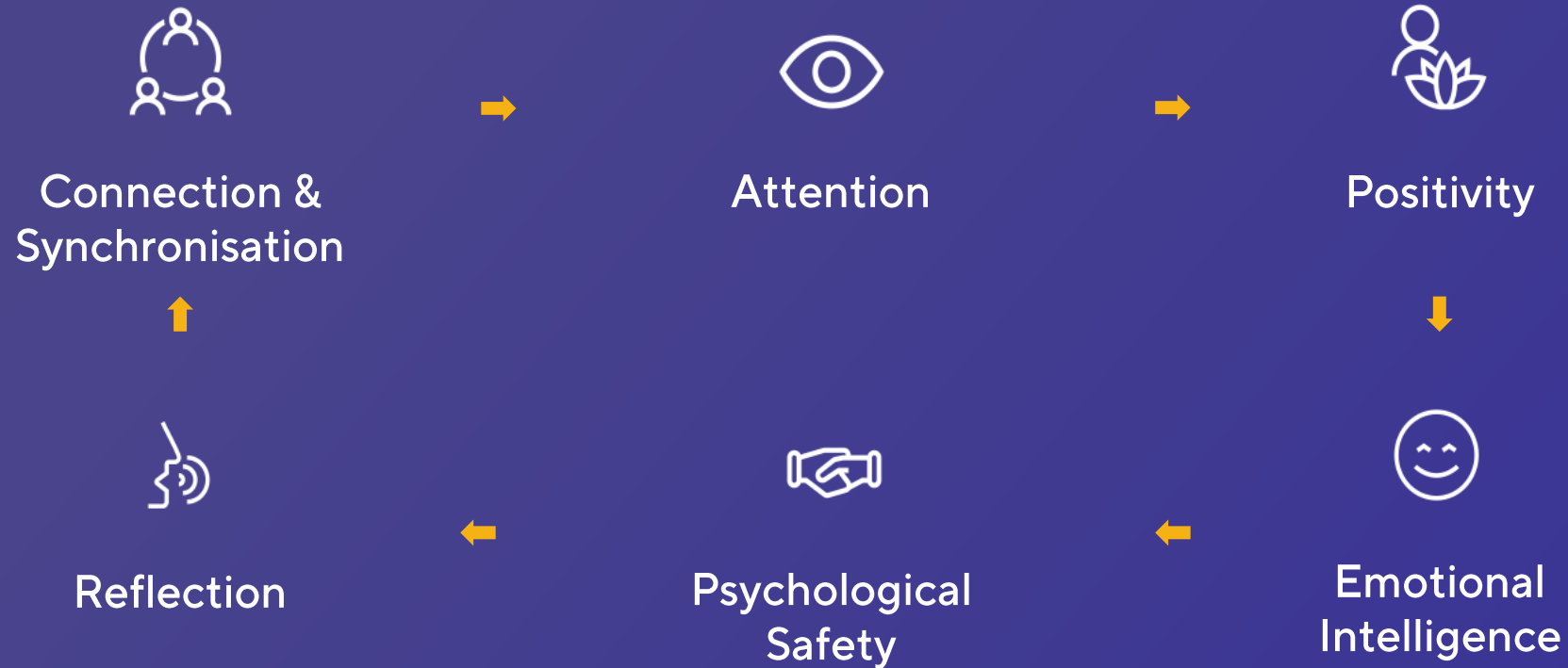


Teams that frequently give each other positive feedback:

- ... feel more connected, motivated and joyful: 81% of these teams describe the team as joyful (compared to only 36% of teams that do not give each other regular positive feedback).
- ... and are 3x more likely to score high on innovation.

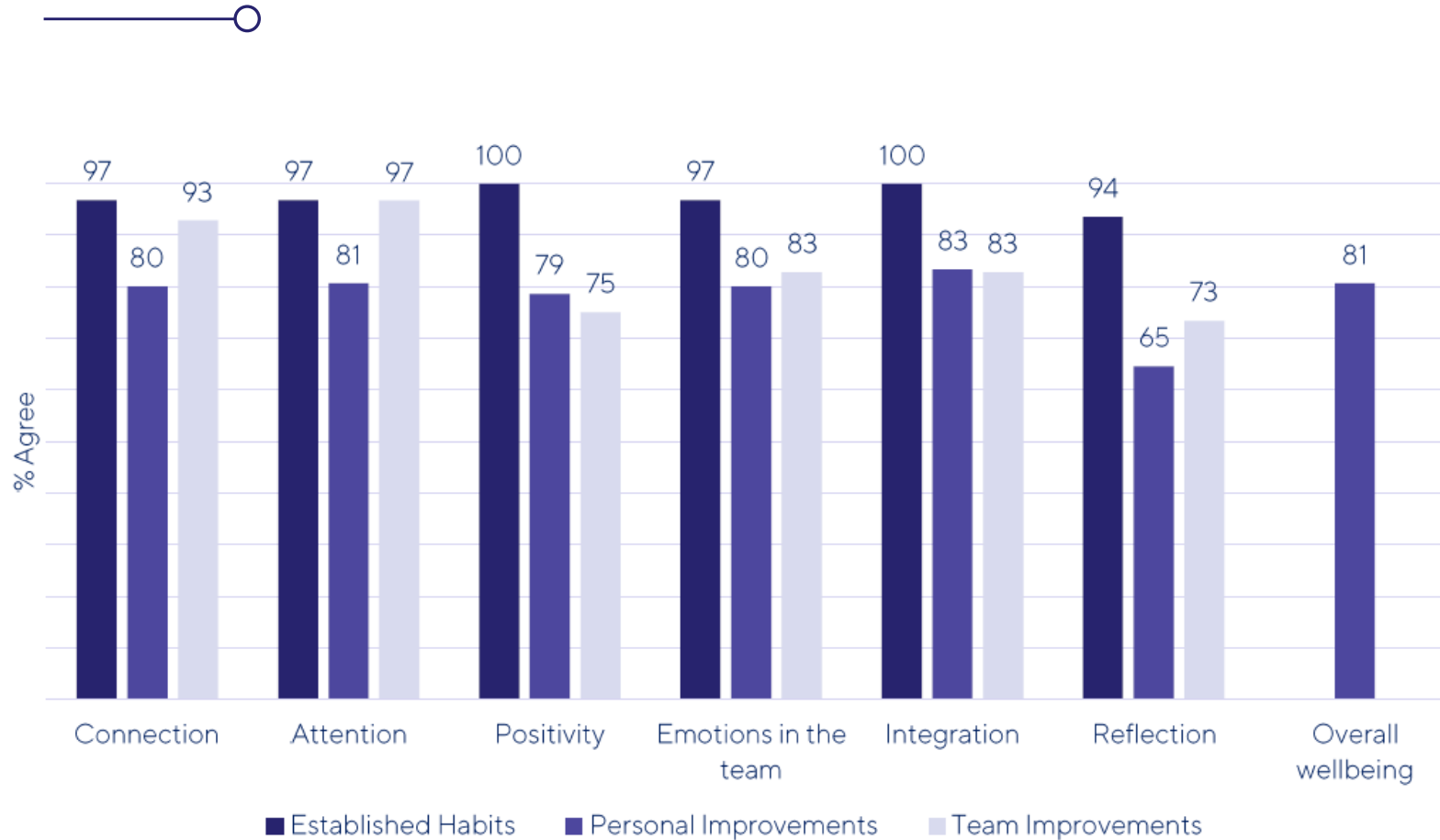


Systematically building habits in teams



TEAMMINDLABS – LARGE SCALE TEAM HABIT SHIFTS

Habit shift outcomes across teams

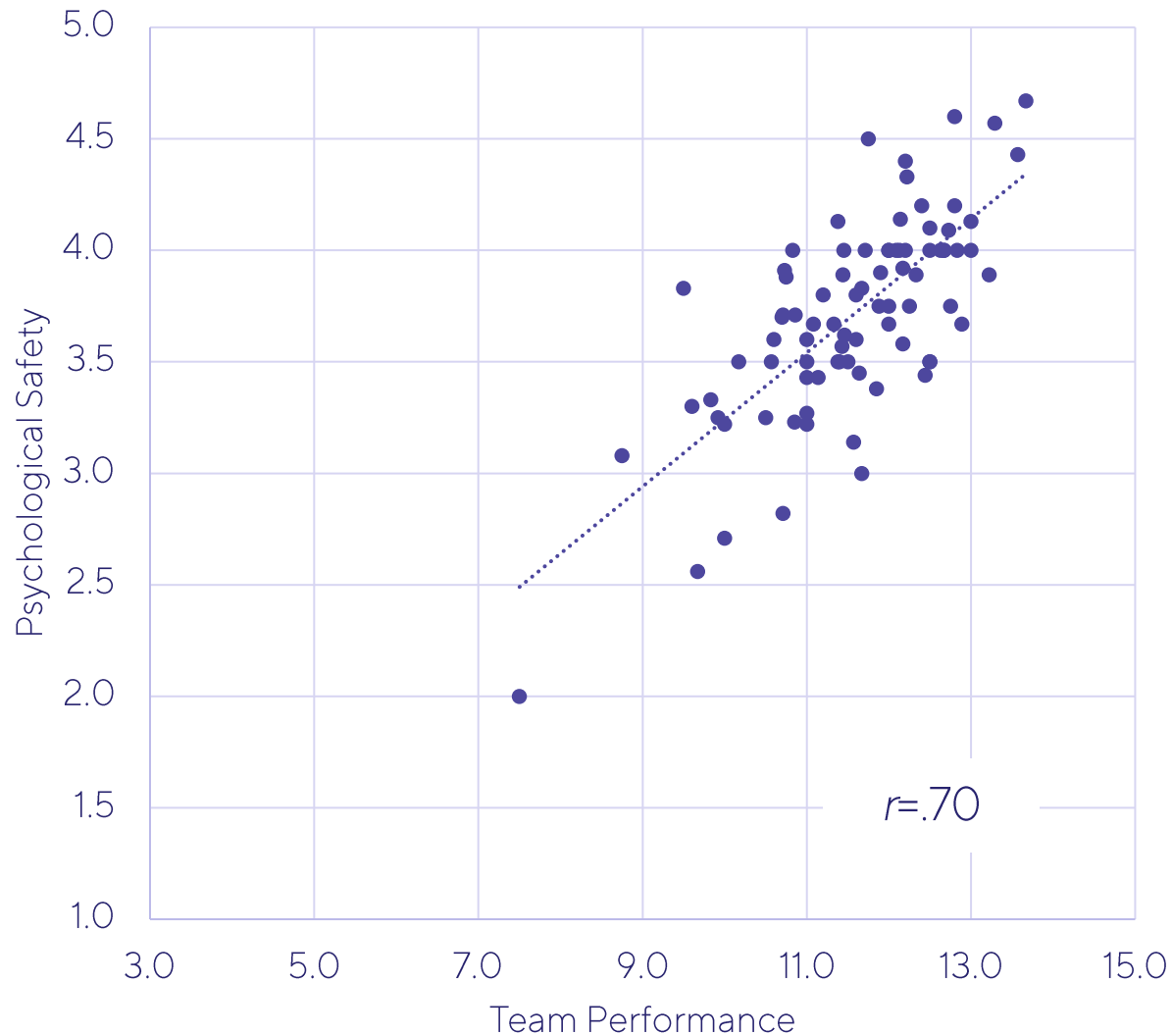


- 100% of teams that participated in the post survey established at least one new habit (average of 5 new habits)
- 93% of teams noticed at least one substantial team improvement
- 86% of team members noticed at least one substantial personal improvement



Is there such a thing as
too much psych safety?

IS THERE TOO MUCH PSYCH SAFETY?

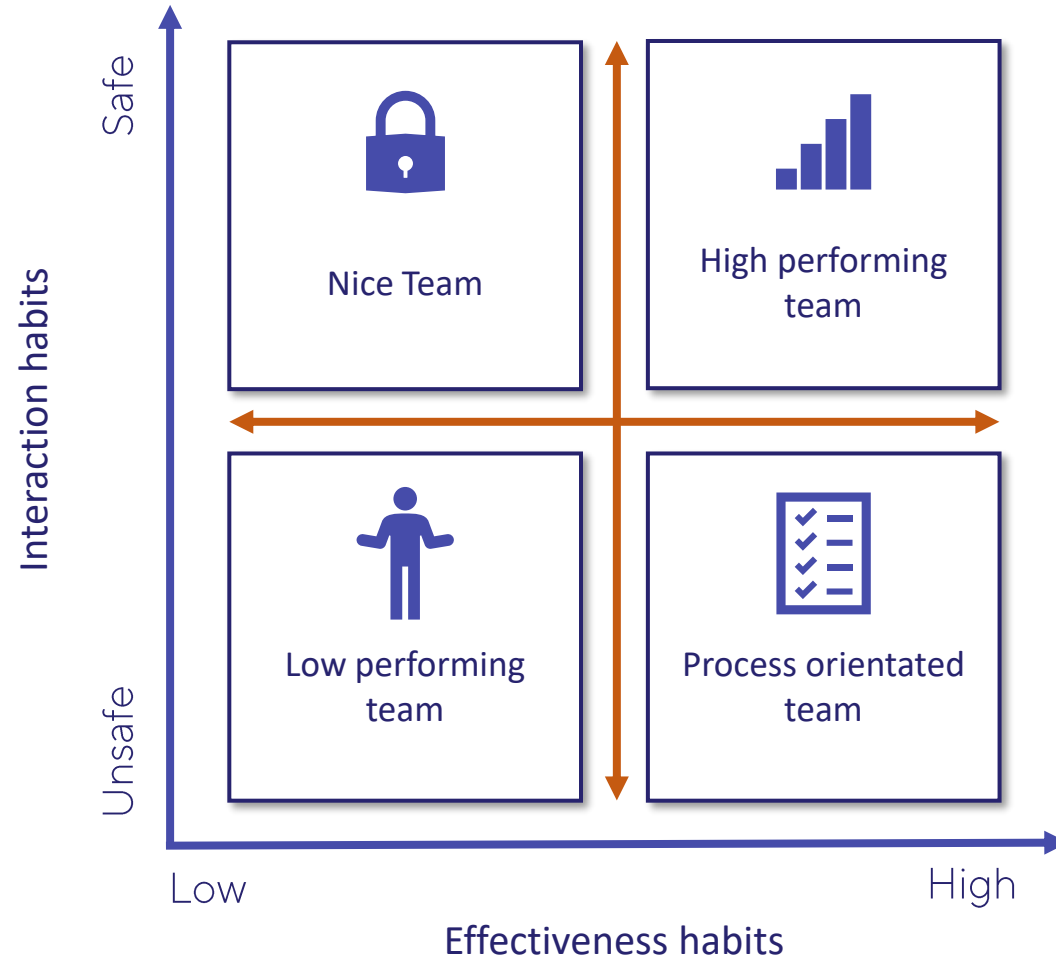


- There is no 'too much' when it comes to the link between Psychological Safety and team performance
- In our data, the higher the psychological safety, the higher the team performance

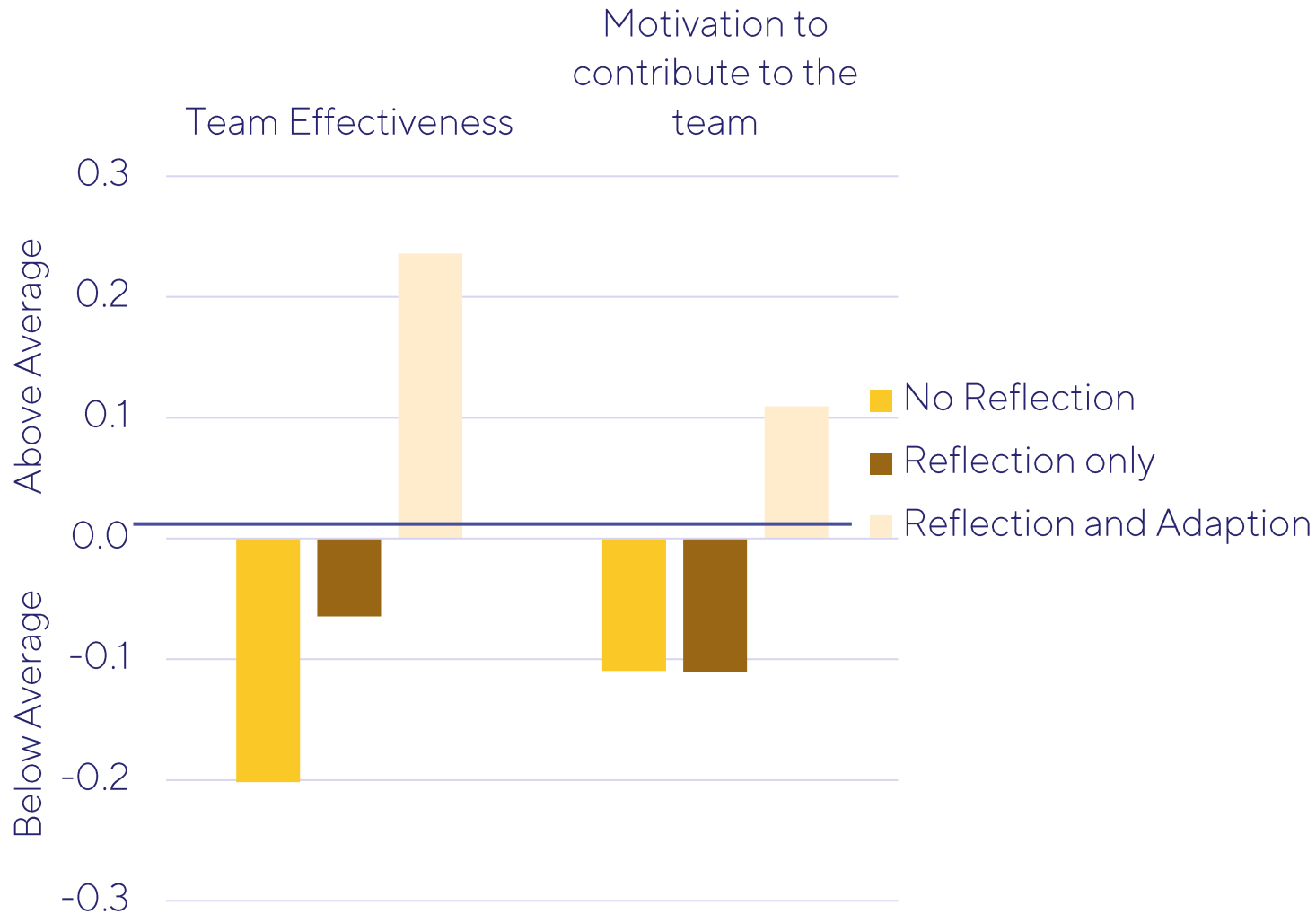


BUT THERE IS A DANGER OF A NICE TEAM

Building habits of interaction



ADAPTATION AND REFLECTION ARE KEY



Psych safety alone without adaption does not contribute to team growth and performance.

When teams don't manage to adapt the way they collaborate are...

- ... they are significantly less effective
- ... their team members are below-average motivated