



# *How to Build and Scale Team Safety*

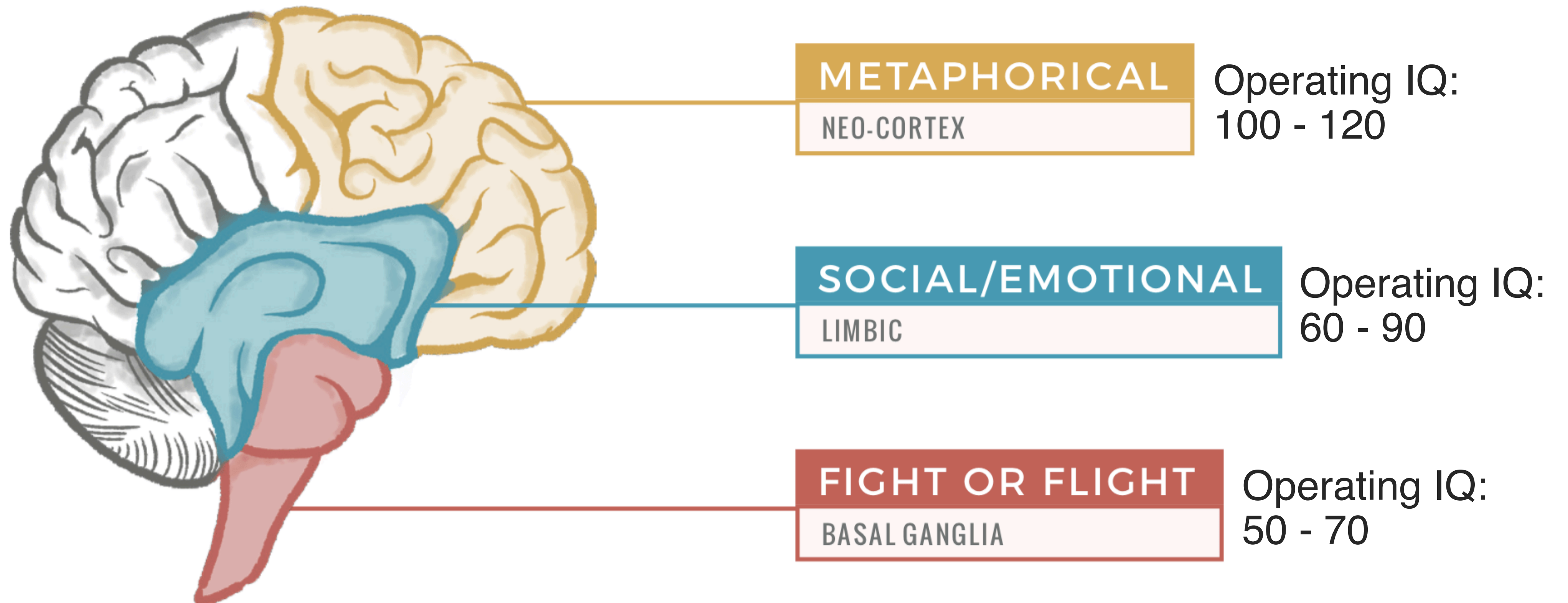
**Alla Weinberg, CEO & Workplace Relationship Expert**



# MY STORY



Without safety, we literally **can't think**





BLOCKBUSTER



BOEING



UBER





# ACTIVITY

Think about a safe team you have been on.

It could be a work team, a team from school, a volunteer organization, a sports team or theater group, even your family or an informal group like a one-time event.

**What attributes made that team safe?**



## Three dimensions of safety

### Physical Safety

The shared belief that every *body* is valued, respected, and included

### Emotional Safety

the shared belief that all emotions are valid and the expression of any emotion is welcome.

### Psychological Safety

the shared belief that no one on the team will embarrass or punish anyone else for admitting a mistake, asking a question, or offering a new idea.



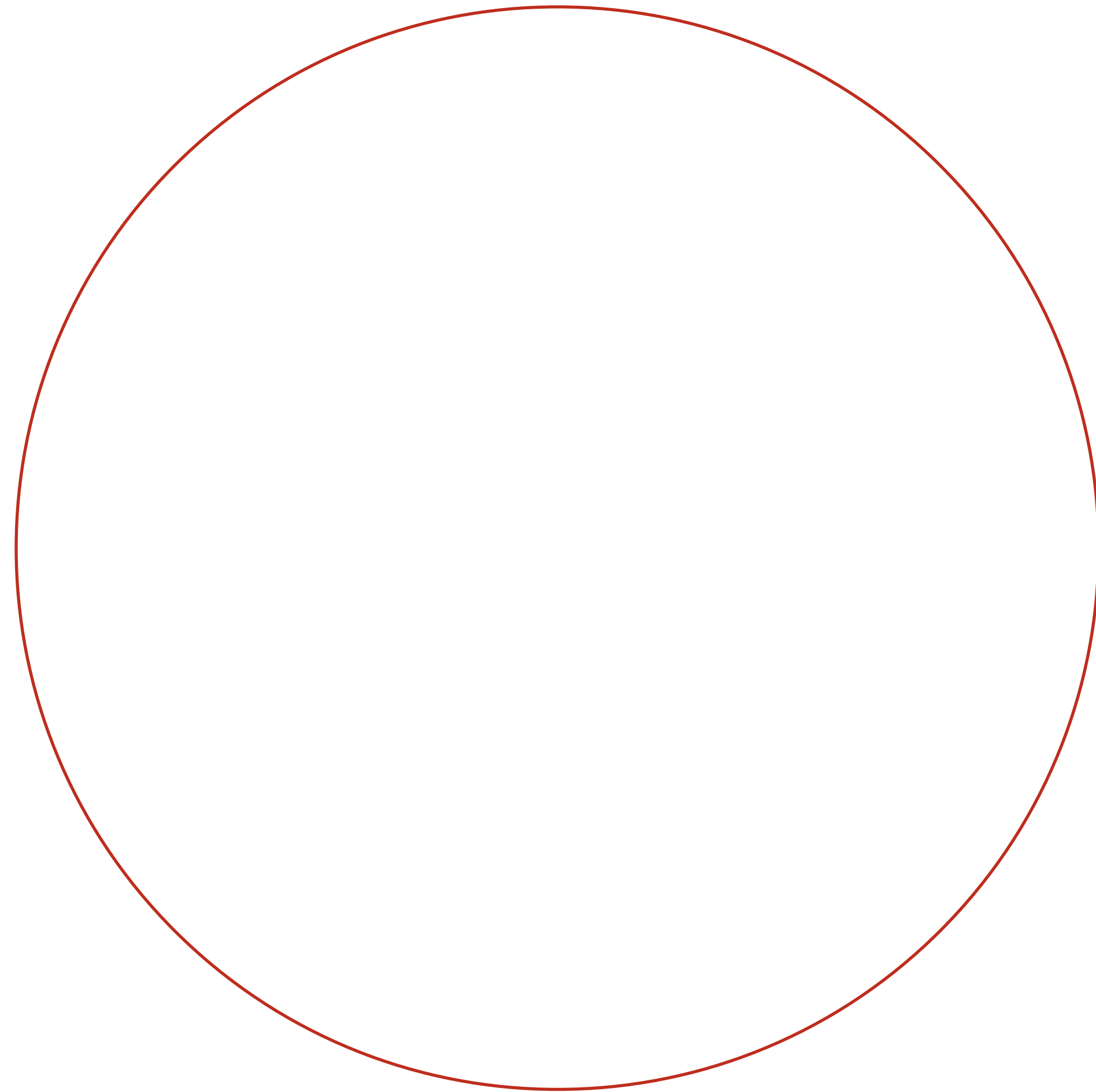
Safety is **created in relationship.**

A relationship is how we **think, feel,  
and behave** with one another.

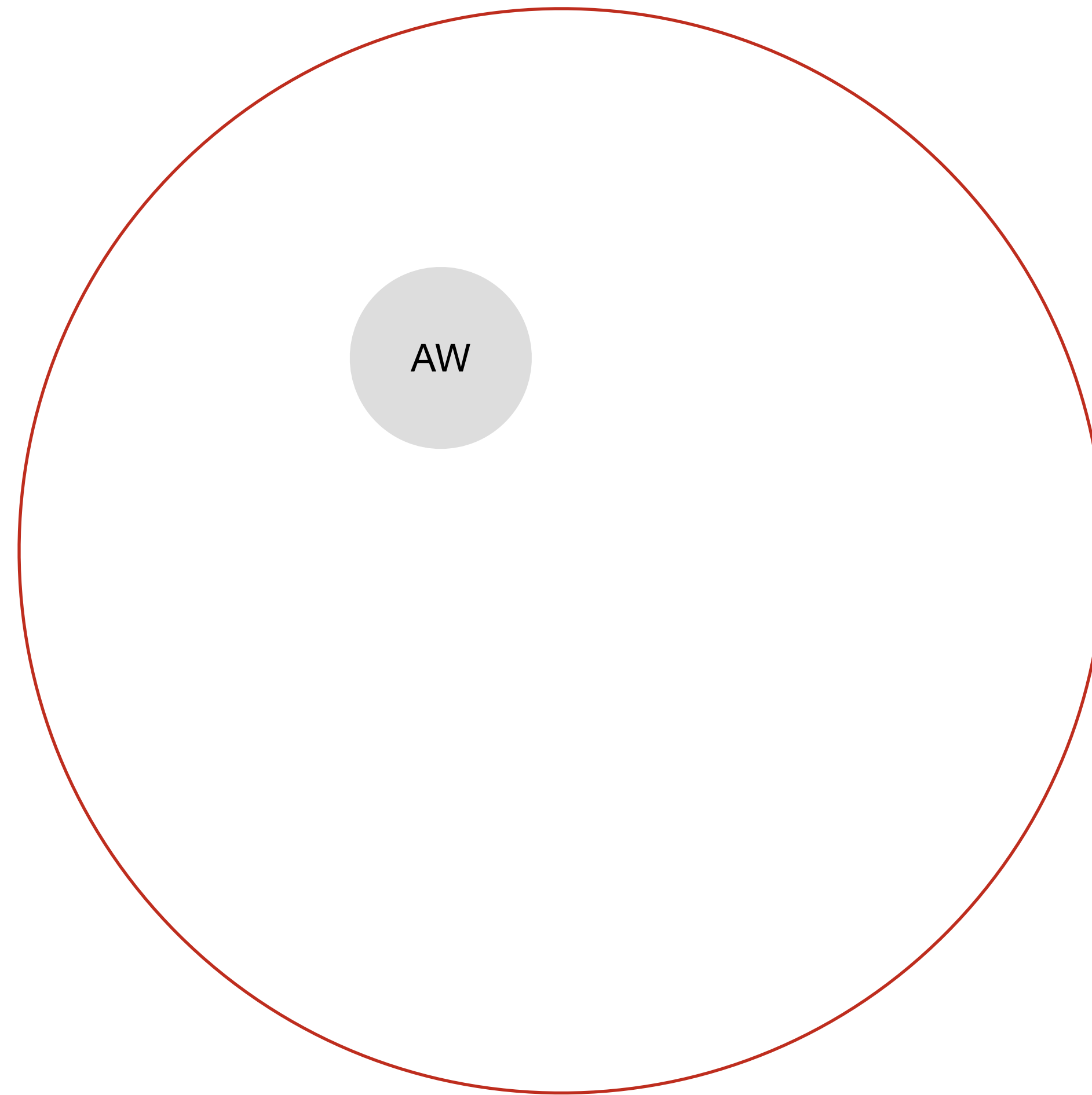
# ACTIVITY: RELATIONSHIP MAP



Draw a circle  
representing  
your team.

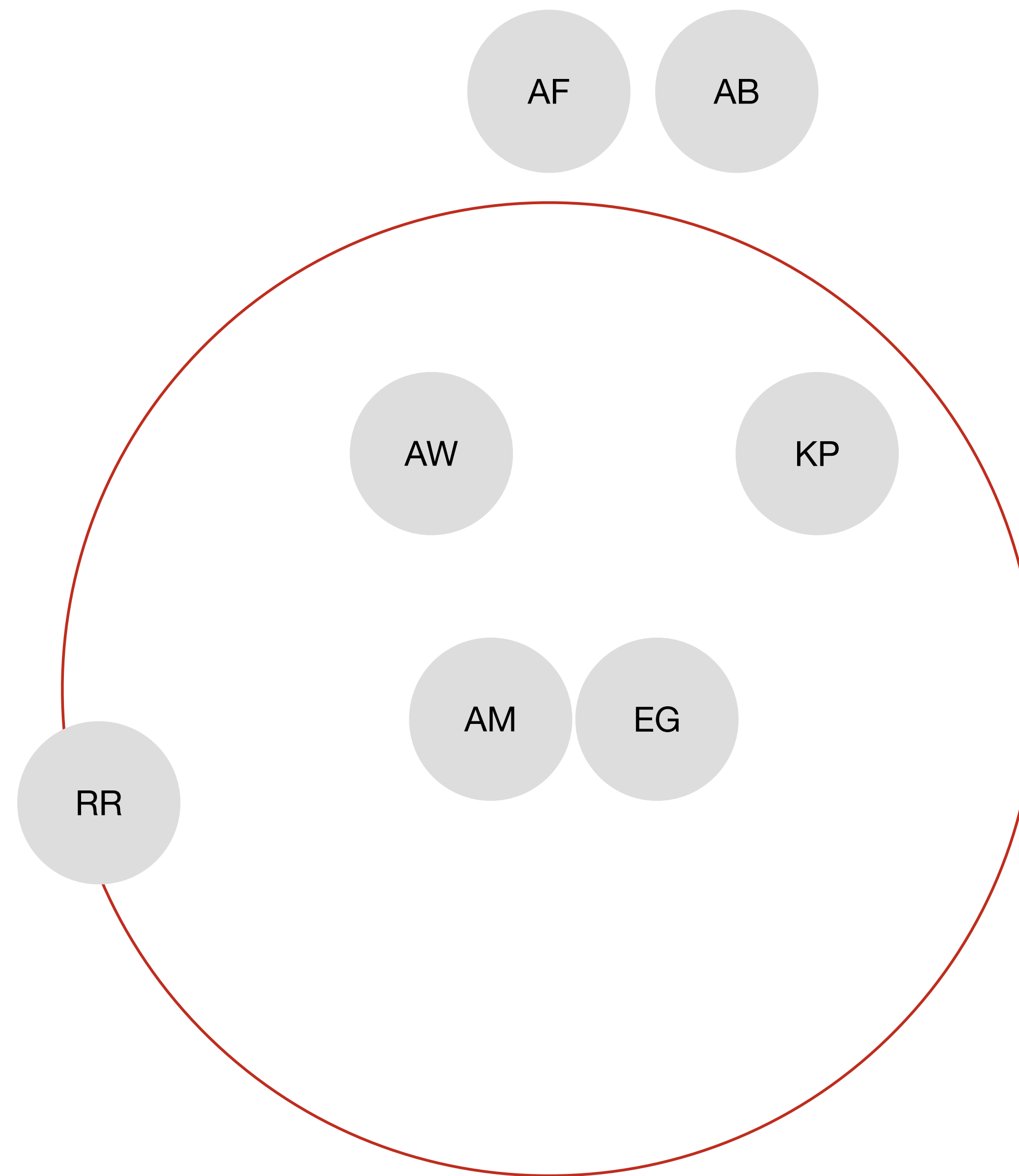


Place yourself  
in the circle.





One by one place the other team members inside, on the edge, or outside of the circle.

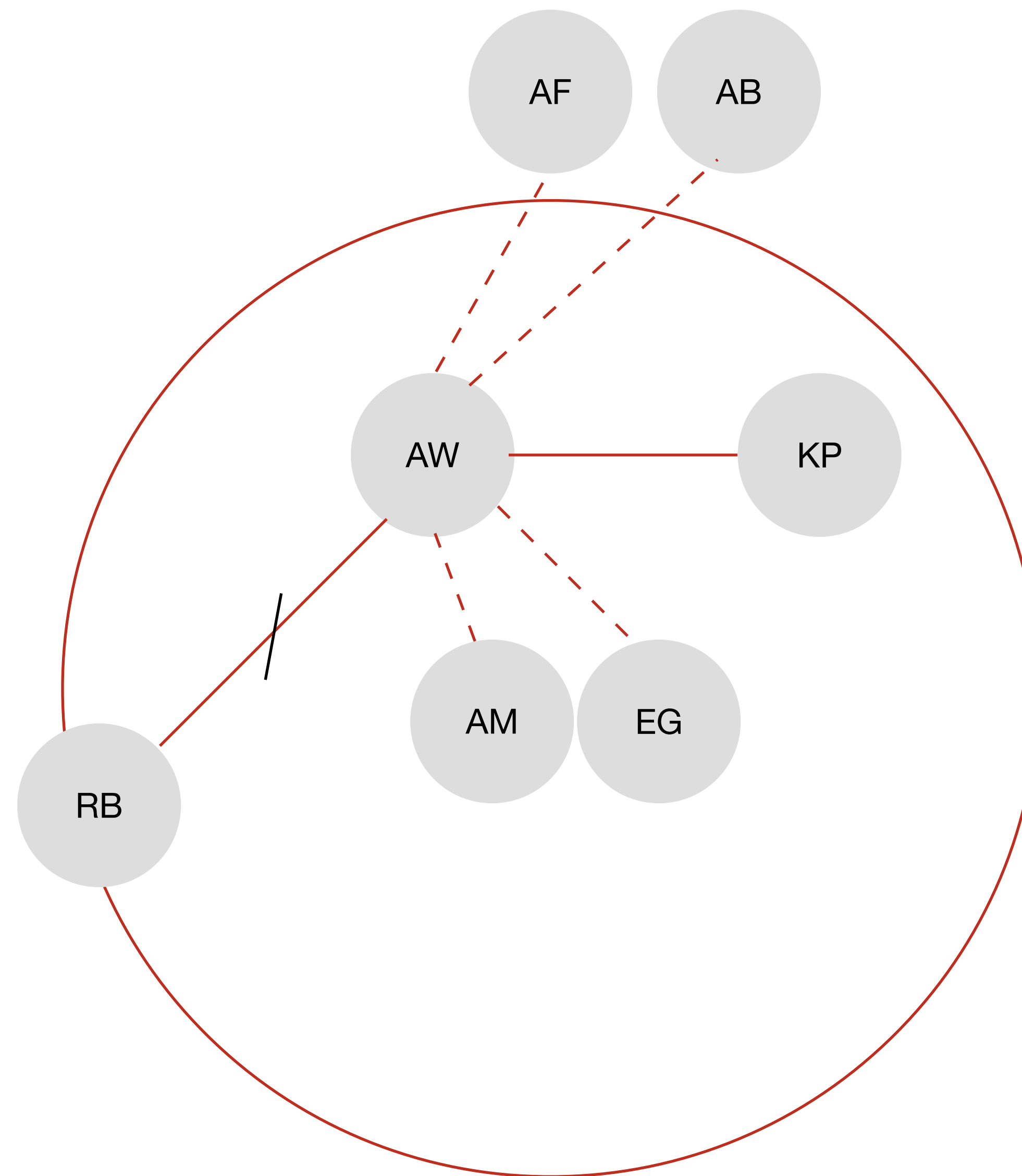


Designate the level of safety between you and others.

A solid line represents more safety.

A dotted line represents less safety.

A solid line with a slash represents a break in safety.



# ACTIVITY

Take a step back from your map.

What are you noticing?

What is surprising?

What needs to change?

What would you want your map to be?



# WAYS TO BUILD AND SCALE SAFETY



STRUCTURED ACTIVITIES,  
PRACTICED REGULARLY

ALSO KNOWN AS **MEETINGS**





# PHYSICAL SAFETY

## *Boundaries Conversation*

### Purpose

This conversation allows everyone to gain clarity around each other's physical boundaries, and begin to create a shared work environment that feels inclusive to all bodies.

### Suggested Cadence

Once a quarter, anytime there is a change to the immediate working team or the physical environment.

### How To Do It

Ask each individual on your team to make two lists:

List 1: What is okay with me ...

List 2: What is not okay with me ...

Come together as a team and share your lists with each other.

Commonalities across people can be made into team boundaries such as "We start meetings on time".





# EMOTIONAL SAFETY

## *Check-In*

### Purpose

This practice allows people to emotionally connect to themselves and each other, and create an invitation for people to share emotions throughout the meeting.

### Suggested Cadence

Every team meeting

### How To Do It

As part of meetings, go around the room and check-in with how each person is feeling. Ask for people to name both the feeling word and the body sensation, with the meeting host repeating back some of the themes they heard.





# PSYCHOLOGICAL SAFETY

## *Mistake-a-bration*

### Purpose

This meeting creates an environment where everyone feels safe to admit and learn from mistakes.

### Suggested Cadence

Once a month

### How To Do It

Hold a special meeting celebrating mistakes and lessons learned this month. Make this meeting fun and lighthearted, perhaps even giving away prizes for the biggest lessons learned. It's important for leaders to always go first and admit their mistakes.



BUILDING SAFETY IS A JOURNEY  
NOT A DESTINATION



# THANK YOU!



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