

# June Newsletter



Welcome to this month's edition of Enroute  
monthly news.

In today's fast-paced, ever-evolving professional world, creating an environment where employees feel secure, valued, and heard is more crucial than ever. This month we discuss the importance of psychological safety in the workplace.

## Psychological Safety



“a belief that  
**one will not be  
punished or humiliated  
for speaking up** with ideas,  
questions, concerns, or mistakes,  
and that **the team is safe** for  
interpersonal risk-taking”

-Amy Edmondson

# What is Psychological Safety?

“Psychological safety means an absence of interpersonal fear. When psychological safety is present, people are able to speak up with work-relevant content.”



—Amy Edmondson

**Psychological safety** is a term referring to the belief that one will not be punished or humiliated for speaking up with concerns, questions, ideas or mistakes.

In the absence Psychological safety within an organisation, people are prone to work from a place of fear. Whether this fear is perceived or real is a moot point; as the position of fear will influence the person in every aspect of their work lives. When an individual operates from a place of fear, their anxiety is increased. This leads to a host of behavioural, productivity and mental well-being issues.

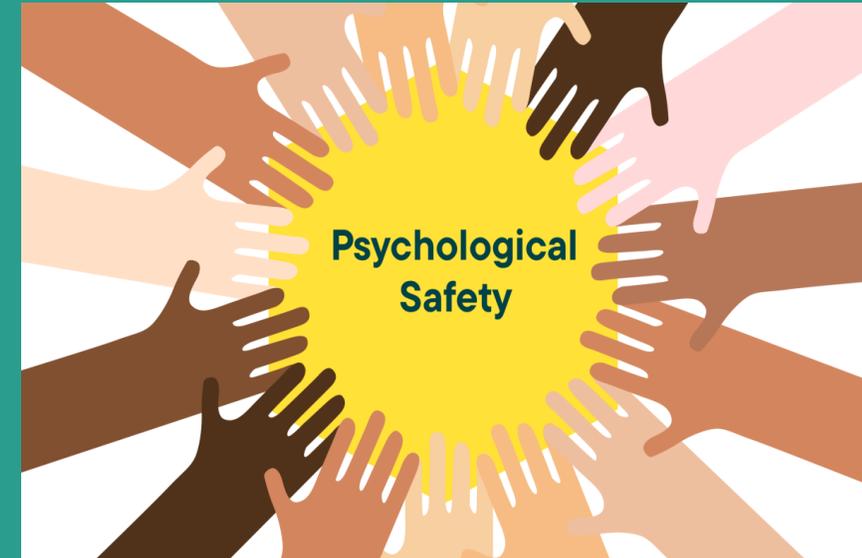
**Psychological safety in the workplace** refers to the perception that individuals can freely express their thoughts, ideas, and concerns without fear of negative consequences, ridicule or retaliation. At work, it is a shared expectation among team members and leaders, that sharing of ideas, taking risks or making mistakes, and soliciting feedback will not be met with embarrassment, rejection or punishment.

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# A Lack of Psychological Safety Leads To:

- **Increased anxiety:** This leads to a host of issues from hypersensitivity to situations / conversations, to the longer-term burnout and mental health struggles.
- **Decreased performance:** When hi-jacked by fear, procrastination, reduced concentration, productivity, lack of motivation and taking longer to complete tasks is evident.
- **Reduced creativity and innovation:** A work environment that lacks psychological safety hinders the team members from sharing unconventional ideas and reduces new and creative solutions.



- **Poor communication:** Team members find it difficult or even impossible to have difficult conversations or to even communicate openly, which leads to misunderstandings and unnecessary conflicts.
- **Decrease in employee engagement:** When employees feel that their voice doesn't matter or that their workplace culture isn't open for two-way feedback exchange, it can lead to low engagement levels.



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While leaders and managers play a significant role in fostering psychological safety, every team member also has a responsibility to contribute to the overall atmosphere of trust and openness.

- Rita Cincotta

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### Self-awareness:

Understanding the self is at the core of our Routes Coaching ethos. Knowing your own emotions, triggers, and reactions is vital to regulate your behaviour.

### Set boundaries:

Clearly communicate boundaries to others. This includes expressing specific expectations for communication, interactions, or any other aspects that contribute to your well-being.

### Open-minded to feedback:

Engage in the feedback process. Being open minded will facilitate learning.

### Ask for help when needed:

Seek support when facing challenges, rather than struggling and increasing anxiety.

### Take breaks and practice self-care:

Prioritise self-care activities, including breaks, exercise, and relaxation.

Taking care of physical and mental well-being contributes to overall psychological safety.

### Practice self-compassion:

Self-compassion is often a difficult practice to attain, especially in challenging situations. Understand that making mistakes is a part of learning and growth.

Strategies to create a sustainable psychologically safe working environment, at an individual level:



*While there is clear accountability on leaders, the responsibility needs to filter down to all levels within the firm. Making it a collaborative effort to establish and maintain psychological safety within the firm. Adopting practices that promote psychological safety in teams, helps to protect us all from psychologically unsafe practices. Making our workplaces more engaging, enabling people to do great work in an environment where they are can be their authentic selves.*



## Routes Radio The Podcast

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Wed • 23 min • Played ✓



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Listen to our first episode of Routes Radio The Podcast, where Debbie and I chat about psychological safety.

Available on Spotify and our website. Links below!

Thanks for listening! Please send us your thoughts and feedback.

[debbie@routescoaching.co.za](mailto:debbie@routescoaching.co.za)

[cassie@routescoaching.co.za](mailto:cassie@routescoaching.co.za)

[www.routescoaching.co.za](http://www.routescoaching.co.za)



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