

PERSONAL AND PROFESSIONAL GROWTH : GN5003

Homework - 3

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Declaration: I have not copied from any other sources.

Question:

- 1) State any 5 keywords concerning Psychological Safety in any organization.
- 2) State any 5 keywords concerning Physical Safety in any organization.
- 3) Discuss psychological safety at work when working remotely or work-from-home.

Response:

- 1) Keywords concerning Psychological Safety are,
Creativity, Collaboration, Trust, Confidence, Forgiveness
- 2) Keywords concerning Physical Safety are,
Hazards, Emergency Procedures, Risk, Report Accident, First Aid
- 3) In today's world, most people are working remotely or from home. Since they are at the comfort of their homes, it can reduce risk of physical danger but however the same cannot be said for psychological safety. Working from home brings the challenge of working with lots of distractions due to the environment. Hence this can lead to lesser productivity for some people which in turn results in losing confidence and anger or sadness. Further since all meetings are virtual, many people end up spending unhealthy amounts of time in front of a screen.
These factors may seem simple but they add up over time to cause serious problems like depression, anxiety and loss of motivation. They also can cause tension and debates among people.

For example, managers fear that their employees are not working and hence might end up micromanaging which could be interpreted as an invasion of privacy by their employees.

To manage these issues and to ensure that everyone is psychologically safe under current circumstances, we can employ few methods and techniques. A positive environment should be ensured for all employees which includes helping those and helping them learn from their mistakes instead of getting angry. While it is necessary to ensure that the work is done, employees should not be micromanaged and evaluated constantly. Instead, they should be encouraged and motivated to take interest in their work.

Hence, while work from home culture could pose several new problems, we can take the necessary steps to ensure psychological safety in the organization.