

Psychological Safety: Team Survey

On great teams, people feel psychologically safe: they feel comfortable speaking up, asking questions, and admitting mistakes. To help us better understand our own team's climate for psychological safety, please complete this survey.

Rate the following statements on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree):

		Strongly Disagree	Strongly Agree			
		1	2	3	4	5
Part 1: Individual Safety						
1	In this team it is easy to discuss difficult issues and problems.					
2	I won't receive retaliation or criticism if I admit an error or mistake.					
3	It is easy to ask members of this team for help.					
4	I feel safe offering new ideas, even if they aren't fully-formed plans.					
Part 2: Team Respect						
5	In this team, people are accepted for being different.					
6	My teammates welcome my ideas and give them time and attention.					
7	Members of this team could easily describe the value of each others' contributions.					
Part 3: Team Learning						
8	On this team, people talk about mistakes and ways to prevent and learn from them.					
9	We take time to find new ways to improve our team's work processes.					
10	Members of this team raise concerns they have about team plans or decisions.					
11	We try to discover our underlying assumptions and seek counterarguments about issues under discussion.					

Source: Amy Edmonson, "Psychological Safety and Learning Behavior in Work Teams," 1999. *Administrative Science Quarterly* 44, 350 - 83.