Well done for working through the psychological safety Action Pack. I hope you and your team got a lot of value from it.

See below for further reading and useful links. Please get in touch if you know of anything I should add to the list below.

**Psychological Safety and Leadership**

The Fearless Organisation, by Dr Amy Edmondson:

<https://www.amazon.co.uk/Fearless-Organization-Psychological-Workplace-Innovation/dp/1119477247>

Edmondson, Amy. “Psychological Safety and Learning Behavior in Work Teams.” Administrative Science Quarterly, vol. 44, no. 2, 1999, pp. 350–383. JSTOR, [www.jstor.org/stable/2666999](http://www.jstor.org/stable/2666999).

Madireddy, S. and Rufa, E. (2020) “Maintaining Confidentiality and Psychological Safety in Medical Simulation”, StatPearls Publishing, p. Available at: <https://www.ncbi.nlm.nih.gov/books/NBK559259>

Fraser, K. et al. (2018) “Cognitive Load Theory for debriefing simulations: implications for faculty development”, Advances in Simulation, 3(1). doi: 10.1186/s41077-018-0086-1.

Non-violent communication:

<https://www.amazon.co.uk/Nonviolent-Communication-Language-Life-Guides/dp/189200528X>

The Four Stages of Psychological Safety, By Timothy R. Clarke:

<https://www.amazon.co.uk/4-Stages-Psychological-Safety/dp/1523087684>

Remote, by Jason Fried and David Heinemeier Hansson:

<https://www.amazon.co.uk/Remote-Required-David-Heinemeier-Hansson-ebook/dp/B00CZ7OC46>

McKinsey; Why Diversity Matters: <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>

Radical Candor, by Kim Scott:

<https://www.radicalcandor.com/the-book/>

[Psychological safety in Distributed and Remote Teams](https://tomgeraghty.co.uk/index.php/psychological-safety-in-distributed-and-remote-teams/): <https://tomgeraghty.co.uk/index.php/psychological-safety-in-distributed-and-remote-teams/>

The Coaching Habit, by Michael Bungay Stanier:

<https://boxofcrayons.com/the-coaching-habit-book/>

Summary of my IT Leaders Summit Keynote: Psychological safety in High Performing Teams - Computing Magazine: <https://www.computing.co.uk/news/3082689/psychological-safety-teams>

Recording of “Missile Destroyers, Super Computers and Chernobyl: The Importance of Psychological Safety to High Performing Teams:

<https://www.youtube.com/watch?v=XYHO66MZMlk>

**Team Performance**

Team Topologies, by Matthew Skelton and Manuel Pais:

<https://www.amazon.co.uk/Team-Topologies-Organizing-Business-Technology/dp/1942788819>

Accelerate, by Nicole Forsgren, Jez Humble and Gene Kim:

<https://www.amazon.co.uk/Accelerate-Software-Performing-Technology-Organizations/dp/1942788339>

The Phoenix Project, by Gene Kim, Kevin Behr and George Spafford:

<https://www.amazon.co.uk/Phoenix-Project-Devops-Helping-Business/dp/1942788290>

The DevOps Handbook, by Gene Kim, Jez Humble, Patrick Debois and John Willis:

<https://www.amazon.co.uk/Devops-Handbook-World-Class-Reliability-Organizations/dp/1942788002/>

The Unicorn Project, by Gene Kim:

<https://www.amazon.co.uk/Unicorn-Project-Disruption-Redshirts-Overthrowing/dp/1942788762>

Agile Conversations, by Douglas Squirrel and Jeffrey Fredrick:

<https://www.amazon.com/Agile-Conversations-Transform-Your-Culture-ebook/dp/B07YZP8LC9>

Making Work Visible, by Dominica DeGrandis:

<https://www.amazon.com/Making-Work-Visible-Exposing-Optimize-ebook/dp/B076BYZ6VN>

Scrum Mastery by Geoff Watts:

<https://inspectandadapt.com/book/scrum-mastery/>

Project To Product, by Mik Kersten:

<https://projecttoproduct.org/about-the-book/>

The Tuckman Model - Stages of Team Development:

<https://hr.mit.edu/learning-topics/teams/articles/stages-development>

Measure What Matters, by John Doer:

<https://www.whatmatters.com/>

**Systems Thinking**

Systems Thinking: Making the Jump to Systems Thinking:

<https://thesystemsthinker.com/making-the-jump-to-systems-thinking/>

Tools for Systems Thinkers: The 6 Fundamental Concepts of Systems Thinking

<https://medium.com/disruptive-design/tools-for-systems-thinkers-the-6-fundamental-concepts-of-systems-thinking-379cdac3dc6a>

"Who Destroyed 3 Mile Island" - a fantastic video about the systemic root causes of failure: <https://www.youtube.com/watch?v=hMk6rF4Tzsg>

The Systemic Causes of the Chernobyl Incident:

<https://ukrns.org/en/publications/item/1272-low-safety-culture-of-the-entire-system-the-cause-of-the-chernobyl-accident>

**DevOps**

2019 State of DevOps Report:

<https://cloud.google.com/blog/products/devops-sre/the-2019-accelerate-state-of-devops-elite-performance-productivity-and-scaling>

Google's Re:Work Project and Project Aristotle:

<https://rework.withgoogle.com/>

Resilience Engineering, DevOps and Psychological Safety:

<https://tomgeraghty.co.uk/index.php/resilience-engineering-and-psychological-safety/>

The Evolution of DevOps:

<https://wb40podcast.com/episode-100/the-evolution-of-devops/>

**Remote Teams**

The Many Shades of Remoteness, Martin Fowler:

<https://martinfowler.com/articles/remote-or-co-located.html#TheManyShadesOfRemoteness>

**Grace Hopper**

Grace Hopper Biography: <http://www.cs.yale.edu/homes/tap/Files/hopper-story.html>

I love answering questions and getting feedback, so please get in touch via twitter @tom\_geraghty or email [tom@tomgeraghty.co.uk](mailto:tom@tomgeraghty.co.uk)

If you have any feedback (or advice!) and/or suggestions for improvement to the next version of this action pack, please take a few minutes to complete this handy and short feedback form: <https://forms.gle/5sF3hp1ceBcPMVBT7>

Find me on LinkedIn: <https://www.linkedin.com/in/geraghtytom/>

Or join me in my personal slack group here: [bit.ly/TomGSlackInvite](http://bit.ly/TomGSlackInvite)

Many thanks to Jade Garratt (<https://www.linkedin.com/in/jade-garratt/>) for support, advice and copy-editing, and Chris Wilkinson ([www.unexampled.co.uk](http://www.unexampled.co.uk)) for design and styling.

Thanks also to Grace Hopper, Amy Edmondson, Timothy Clarke, Douglas Squirrel and Jeffrey Frederick, Gene Kim, Nicole Forsgren, and many, many others whose work and insights contributed to this action pack. And thanks to you, for taking the time to build psychological safety, happy teams, and contribute to the next revolution in organisational leadership.