

# The Fearless Organization

**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 C. Edmondson

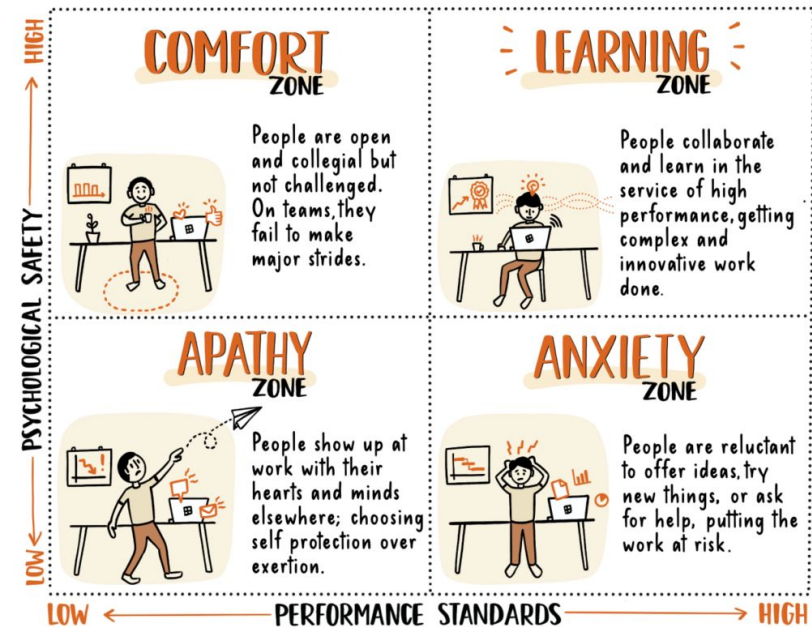
Essential questions to gauge psychological safety in your team:

1. If you make a mistake on your team, is it held against you?
2. Are you able to bring up problems and tough issues?
3. Do people on the team sometimes reject others for being different?
4. Is it safe to take a risk?
5. Is it difficult to ask other team members for help?
6. Do people on the team deliberately act to undermine your efforts?
7. Are your unique skills and talents valued and utilized?



HOW  
*psychological safety*  
RELATES TO PERFORMANCE STANDARDS

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