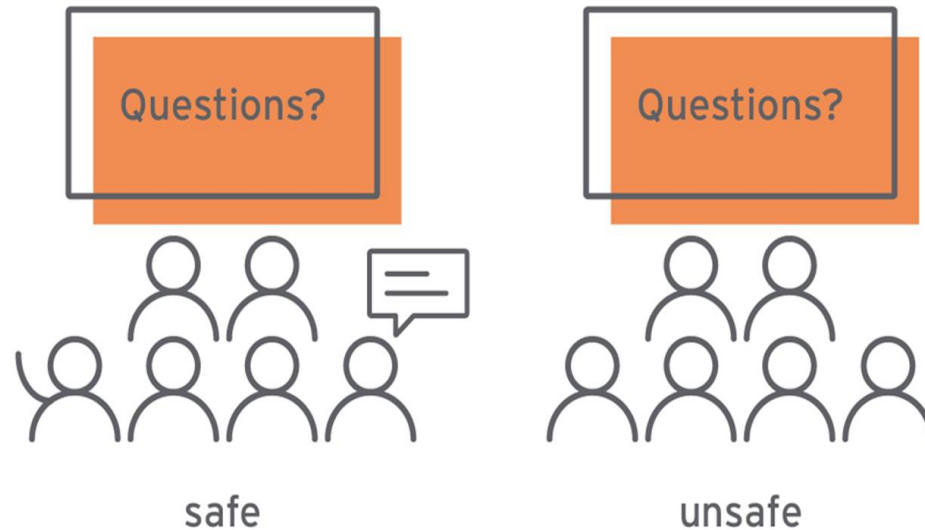# Fearless Organization Scan Summary

In collaboration with Professor Amy C. Edmondson of Harvard Business School
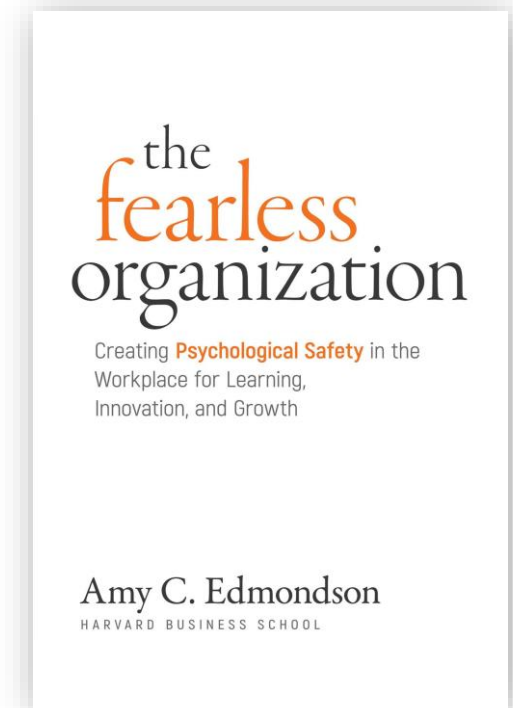
The definition

Psychological safety *is a shared belief held by members of a team that the team is safe for interpersonal risk-taking. It describes a team climate characterized by interpersonal trust and mutual respect in which people are comfortable being themselves.*

safe   unsafe

Methodology

Based on an extensive body of work created over almost 30 years, Prof. Amy C. Edmondson published the "The Fearless Organization".
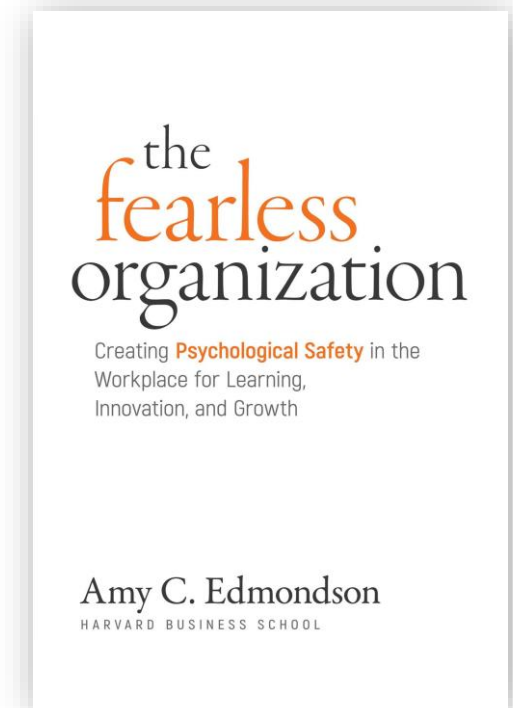This book helps people in organizations understand and help build psychological safety.

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Creating **Psychological Safety** in the Workplace for Learning, Innovation, and Growth

Amy C. Edmondson
HARVARD BUSINESS SCHOOL

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The Fearless Organization Scan

The Fearless Organization Scan has been developed together with Professor Amy C. Edmondson. The instrument creates a picture of the level of psychological safety team members experience within the context of their team(s).

When you know how you and your team score on psychological safety, it calls for a conversation.
Teams that increase psychological safety tend to perform better.

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The Scan measures psychological safety

- With regular survey intervals of three to four months

- In the context of each group/team
  - Some people may need to complete multiple surveys, each within a different team context

- Responding takes a participant around 3 minutes

- PeopleTalking is the accredited provider of the Fearless Organization Scan and the 'train the trainer' provider for Asia/Pacific region

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Psychological Safety Index-score

The results are presented as a Psychological Safety Index score, within the context of a group or team.
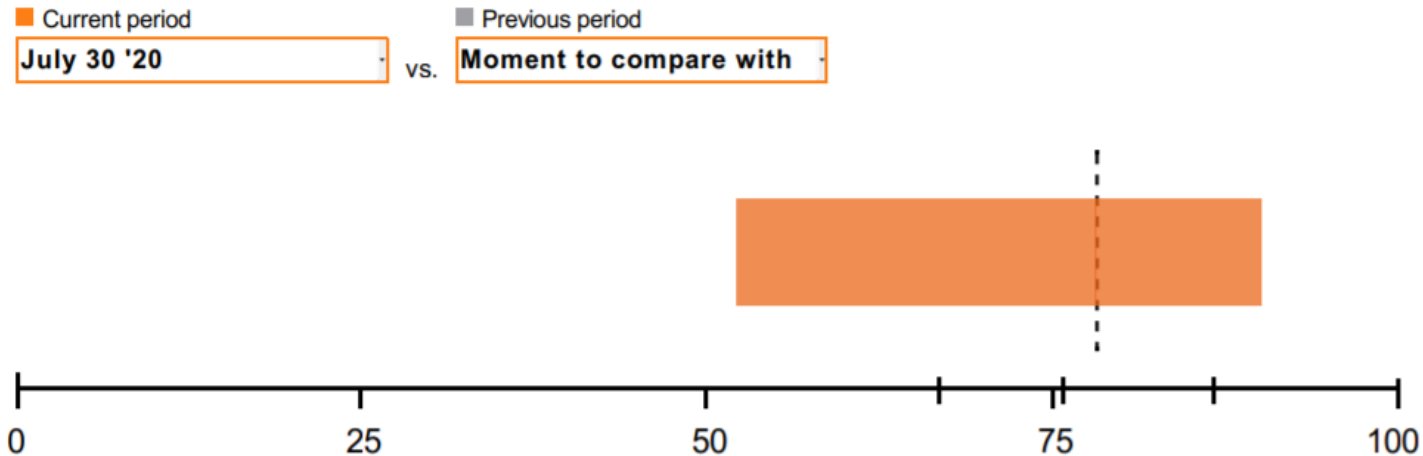
PSI breakdown into four axes

Open conversation

The degree to which difficult and sensitive topics can be discussed openly. A team that has open and candid conversations is able to tackle hard problems more effectively.

Willingness to help

The degree to which people are willing to help each other. Teams become less safe when people are not able to help to each other or don't feel appreciated by team members.

Attitude to risk and failure

The degree to which it is permissible to make mistakes. Teams that hold mistakes against each other risk a lack of control and forward momentum.

Inclusion and diversity

The degree to which you can be yourself, and are welcomed for this. When team members feel included, they are more inclined to speak up, contribute and add to the group.

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Fearless Organization Scan features

- PSI score viewed in context of benchmarked quartiles

- Data displayed across four Axes…enabling focused, qualitative discussions

- Repeat data allows comparative measurement over time to track PSI

- Discovery process helps surface conversations which enable collective resources to be more fully released in teams

- Opportunity to consolidate data at whole-of-organization level