

# Psychological Safety Questionnaire

Each team member completes the questionnaire. The higher the score, the more psychological safety exists within the team		Never	Rarely	Sometimes	Often	Always
		1	2	3	4	5
Individual Safety	It is easy to have difficult conversations in our team	1	2	3	4	5
	I won't receive negative feedback or criticism if I admit that I made a mistake	1	2	3	4	5
	It is easy to ask other members of my team for help	1	2	3	4	5
	I feel comfortable and safe sharing new ideas with my team, even if it isn't completely thought through yet	1	2	3	4	5
Team Respect	We accept everyone regardless of differences	1	2	3	4	5
	We give everyone time and attention when they share ideas	1	2	3	4	5
	We can easily describe the value of other's contributions	1	2	3	4	5
Team Learning	We talk about mistakes and seek ways to improve and learn from them	1	2	3	4	5
	We find time to improve processes as a collective	1	2	3	4	5
	We can raise concerns about plans and decisions	1	2	3	4	5
	We assess our underlying assumptions and seek counterarguments about issues that are discussed	1	2	3	4	5

## SCORING

<p>Red</p> <p>1-21</p> <p>Very little safety</p>	<p>Yellow</p> <p>21-37</p> <p>Some safety</p>	<p>Green</p> <p>38-55</p> <p>Good safety</p>
--	---	--