Psychological Safety: Building Trust in Your Team

Duration: 0,5 day
Audience: Gestionnaire|Professionnel RH

Who is this training for?

Managers or employees with coordinating responsibilities (project managers, coordinators, advisors, etc.).

Training objectives

- Recognize the concept and value of psychological safety in the context of psychosocial risk management and prevention.
- Identify the organizational and managerial factors that promote a psychologically safe work climate.
- Measure the current level of psychological safety of their workplace or team.
- Understand the role of managers in the prevention of psychosocial risks, in line with the requirements of Bill 27.
- Apply concrete measures and techniques to build and maintain a psychologically healthy and safe workplace.

Summary

Nowadays, the well-being of employees is a key element in maximizing everyone's potential. Beyond tasks, technological tools and working conditions, organizations must now pay particular attention to human factors and the psychosocial climate, particularly in the context of the new obligations related to the Act to modernize the occupational health and safety regime (Bill 27). Psychological safety is an essential lever for preventing psychosocial risks, promoting the expression of issues experienced by teams and supporting a healthy, respectful and efficient workplace. What is psychological safety? How do you assess the level of the team within a team? And most importantly, how can managers take concrete action to create a psychologically safe environment that complies with good management practices and current legal requirements? This training makes it possible to answer these questions

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and to equip participants to implement concrete actions promoting the prevention of psychosocial risks, confidence and team commitment

The activity is recognized by the CHRP.

Pre-approval number: 5929.

Course outline

The Concept of Psychological Safety

- Definition of the Concept of Psychological Safety.
- The components of psychological safety.
- The four steps to achieving psychological safety in a team.

The distinction between the concepts of psychological safety and trust

- Types of trust.
- Possible solutions to improve the level of trust.

Assessment and possible solutions to achieve the psychological safety of your team

- Assessment of the level of psychological safety of your team.
- Identification of possible solutions to set up a psychologically healthy and safe work environment.

Establishing your action plan.

Approach and methodology

- Interactive lectures to understand the key concepts of psychological safety and team confidence. Individual reflections and self-assessment activities to become aware of one's practices and their impact on the team climate.
- Group exchanges and facilitated discussions promoting the sharing of experiences and collective learning.
- Demonstrations and presentation of concrete tools to build trust and encourage safe expression.
- Scenarios, case studies and practical examples to apply the strategies in real-world contexts.

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Recommendations

- Think about real situations where trust is fragile in your team Identify observed behaviors (e.g.: interruption, silence, fear of making mistakes)
- Clarify your personal objectives (e.g.: improve speech in meetings, manage mistakes differently)

Accreditations

Training recognized by the **CHRP**.

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