

Psychological Safety

Increased Inclusivity



Leadership Availability

*How might you delegate more responsibility?
How will you ensure everyone has a voice?*

*How will you make time for your people?
How might you be more visible to the team?*

Admit Mistakes



Allow Failure

*How might you be more open and transparent?
How will you own your mistakes?*

*How will you encourage people to take 'safe' risks?
How might you ensure failure makes you stronger?*

Emotionally Intelligent



Remove the Fear

*How could you be more open and vulnerable?
What might increase openness about hopes and fears?*

*How can you make it safe to have different opinions?
How will you challenge any scary myths or untruths?*

Accountability



Curiosity

*How will you hold poor performance to account?
How will demonstrate that you hold yourself to account?*

*How will you ensure you fully understand before reacting?
When should you teach more and punish less?*