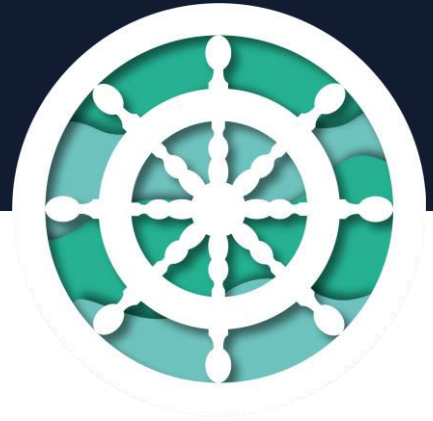


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## PSYCHOLOGICAL SAFETY OF EMPLOYEES

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### THE ROLE OF MANAGERS IN ENSURING PSYCHOLOGICAL SAFETY

Psychological safety is the feeling of being able to be authentic and open without fear. It is vital to the effectiveness of a team and therefore the success of an organisation. Managers play a key role in creating an environment where employees feel free to express opinions, ask questions and take risks. And by providing this security, managers can increase the potential of the team and achieve better results.

Building trust within the team is also of great importance. Employees need to know that they can rely on their leader and that the concern for their welfare is genuine. Strengthening employee relations and an atmosphere of mutual respect is a key element in enhancing psychological safety.

### BENEFITS OF PSYCHOLOGICAL SAFETY IN THE WORKPLACE

Psychological safety at work benefits both employees and the organisation as a whole.

- Employees who feel safe are **more engaged** and **motivated**, and more willing to take risks and experiment, leading to innovation and growth.
- It has a direct impact on the **team's performance**, as the free expression of opinions makes employees more **creative**. They are more motivated to share information and collaborate with other team members. This leads to better communication and more effective problem solving, which ultimately translates into better business results.
- Psychological safety also contributes to the mental wellbeing of employees. It reduces the risk of excessive stress, job burnout and other health problems. A safe and healthy working environment **attracts talented employees** and retains them within the organisation, which in turn ensures its long-term success.
- Employees who feel safe are more satisfied with their jobs and have greater satisfaction with their performance. This means they are **more loyal to the organisation** and less likely to change jobs.



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#### HOW CAN A MANAGER STRENGTHEN PSYCHOLOGICAL SAFETY?

- **Show empathy and understanding.** Be ready to help employees solve problems and support their professional development.
- **Promote open communication** and provide space for the free exchange of ideas and opinions. Ensure that all team members have an equal opportunity to speak up and be heard. Be open to constructive criticism without taking a defensive stance.
- **Be an example** to the team. If you yourself demonstrate openness, honesty and authenticity, this encourages others to do the same. Actively address all forms of workplace violence to ensure a healthy environment for your employees.
- **Be consistent** in your approach to psychological safety. Remember that a one-off action is not enough – it has to be continuous.

Psychological safety is a key element of team and organisation success. Successful managers are able to create a culture of psychological safety and, as a result, employees feel free and are able to express their opinions. Creating such a culture contributes to increased employee engagement, team innovation and improved business performance.

#### Get inspired!

- Book: [The Speed of Trust](#)

*Contact EAP24 and benefit from psychological and/or managerial support.*



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