employment hero

Psychological Safety Survey Template

Psychological Safety Survey Template

To use this template:

You can load all or part of this survey into Employment Hero using our custom surveys feature. Alternatively you can use a free tool such as Survey Monkey.

Did you know you could get more?

Employment Hero is the smarter way to manage people, payroll and productivity for SMEs with big ambitions. Employment Hero empowers SMEs by providing automated solutions to help launch them on the path to success by powering more productivity every day.

Employment Hero services over 6,000 businesses, collectively managing over 250,000 employees. The core platform reduces admin time by up to 80 per cent. Employment Hero is launching employers toward their goals, powering more productive teams and taking employment to rewarding new heights.

Our features include:

- → Letter templates
- → Applicant tracking system
- → Employee happiness scores
- → Feedback
- → 1:1s

- → Performance reviews
- → Learning management system (LMS)
- → OKRs (Objectives and Key Results)
- → Custom surveys
- → And so much more

Psychological Safety Team Survey

[Sourced from midss.org](https://midss.org)

Team Learning climate

The team learning climate represents the extent to which the team views the social climate as conducive to interpersonal risk (R); it is a measure of people's willingness to trust others not to attempt to gain personal advantage at their expense.

Q1. When someone makes a mistake in this team, it is often held against him or her (R)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q2. In this team, it is easy to discuss difficult issues and problems.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q3. In this team, people are sometimes rejected for being different. (R)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q4. It is completely safe to take a risk on this team.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q5. It is difficult to ask other members of this team for help (R)

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Q6. Members of this team value and respect each others' contributions.

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Team Learning Behaviour

Internal

Team learning behaviours (internal) represents the extent to which team members engage in behaviours designed to monitor progress and performance against goals, as well as the extent to which they engage in behaviours designed to test assumptions and create new possibilities.

Q1. Problems and errors in this team are always communicated to the appropriate people (whether team members or others) so that action can be taken.

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Q2. We often take time to figure out ways to improve our team's work processes.

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Q3. In this team, people talk about mistakes and ways to prevent and learn from them.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q4. This team tends to handle conflicts and differences of opinion privately or offline, rather than addressing them directly as a group.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q5. This team frequently obtains new information that leads us to make important changes in our plans or work processes.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q6. Members of this team often raise concerns they have about team plans or decisions.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q7. This team constantly encounters unexpected hurdles and gets stuck.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q8. We try to discover assumptions or basic beliefs about issues under discussion.
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

External

Team learning behaviours (external) represents the extent to which team members engage in behaviours designed to obtain information and feedback from others in the organisation or from customers.

Q1. People in this team frequently coordinate with other teams to meet organisation objectives.
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q2. People in this team cooperate effectively with other teams or shifts to meet corporate objectives or satisfy customer needs.
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q3. This team is not very good at keeping everyone informed who needs to buy into what the team is planning and accomplishing.
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree or disagree
- ☐ Disagree
- ☐ Strongly disagree

Q4. This team goes out and gets all the information it possibly can from a lot of different sources.
- ☐ Strongly agree
- ☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Q5. We don't have time to communicate information about our team's work to others outside the team.

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Q6. We invite people from outside the team to present information or have discussions with us.

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Work Team Outcomes

Team learning outcomes represent the extent of learning benefits for individual team members as a result of working on this team.

Q1. Members of this team help others understand their special areas of expertise.

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Q2. Working with this team, I have gained a significant understanding of other areas of expertise.

☐ Strongly agree

☐ Agree

☐ Neither agree or disagree

☐ Disagree

☐ Strongly disagree

Q3. The outcomes or products of our work include new processes or procedures.

☐ Strongly agree
☐ Agree
☐ Neither agree or disagree
☐ Disagree
☐ Strongly disagree

Q4. Is there anything you would like to add?