**Please read this information before deciding to use this psychological safety measurement tool with your team:**

* Have conversations with people in your organisation and teams.
* Ask how people feel about the level of psychological safety in their teams and in the broader organisation.
* Attempt to find out how much people understand of the term psychological safety – or if they’ve heard of it at all.
* These conversations will help you craft the survey language better, and help you decide on the best approach to take.
* Make sure you are well prepared, understand what you’re doing, and can follow through with actions as a result.
* Ask yourself - Why do I want to measure it? What’s my aim? What’s the [outcome](https://www.linkedin.com/posts/jillshaul_hr-humanresources-hrpodcast-activity-6909509448742916101-ee3j/) that I want to achieve?

**Psychological Safety Questionnaire Measurement**

A psychological safety survey template has been included in this toolkit for you to use with your team should you wish to.

Alternatively, you could design your own simple survey using a tool like MS Forms or SurveyMonkey. On your survey, ask employees to rate the following seven statements on a scale of 1-5 (1 being strongly disagree, 2 being disagree, 3 being neutral, 4 being agree, and 5 being strongly agree).

1. **People at this organization are able to bring up problems and tough issues.**
2. **I feel safe to take a risk in this organization.**
3. **It is difficult to ask other members of this organization for help.**
4. **No one at this organization would deliberately act in a way that undermines my efforts.**
5. **Working with members of this organization, my unique skills and talents are valued and utilized.**
6. **If I make a mistake at this organization, it is often held against me.**
7. **People at this organization sometimes reject others for being different.**

A positive response to the first five statements, along with a negative response to the final two statements, indicates strong psychological safety.

**Psychological Safety Survey Scoring:**

Once each team member has completed the survey, calculate the scores.

A perfect “score” for every team member would represent the most psychologically safe team in the world. This is *somewhat* unlikely.

In reality, a perfect score may highlight an issue where people feel unable to answer truthfully, so investigate further if that is the case.

The lower the aggregate score for the team, the lower the general psychological safety. However, the power of this survey is really in the **detail**.

Identify the statements with the **lowest scores and the widest range of responses**. These are your areas that require action, and are where you can make the largest difference whether you’re in charge of the team or not.

It may be, for example, that there are new team members who don’t feel as safe as the team members who have been in the team longer.

Remember, a team is only as safe as the least safe member.

Please refer to the other psychological safety materials in this toolkit for further information