Creating a Psychological Health & Safety Plan for Your Projects

Dr. Allessandria Polizzi

Verdant Consulting, LLC

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A BIT ABOUT US

DR AL POLIZZI

CEO/Founder,
Verdant Consulting

VERDANT CONSULTING

- Resiliency Skills
- Change Leadership
- Emotional Agility
- Psych Safety

Psychological Safety Background

Why does Psychological Safety Matter?

Core Psychological Safety Hazards and Examples

4 Tips for Creating Psychological Safety

helping your hive thrive

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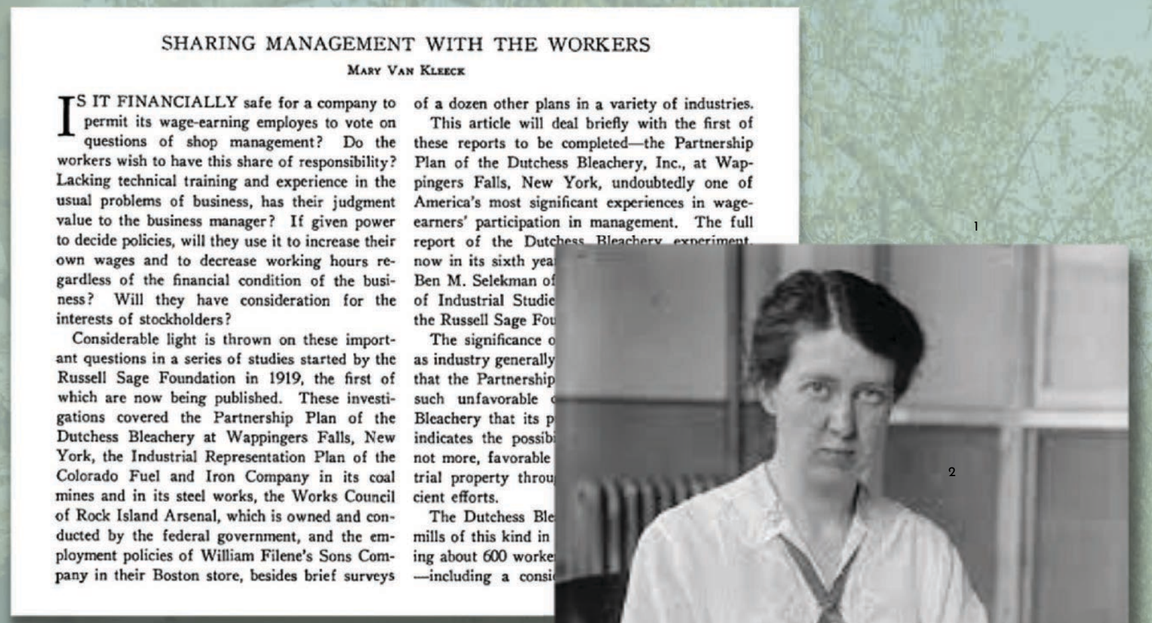

SHARING MANAGEMENT WITH THE WORKERS

MARY VAN KLEECK

IS IT FINANCIALLY safe for a company to permit its wage-earning employes to vote on questions of shop management? Do the workers wish to have this share of responsibility? Lacking technical training and experience in the usual problems of business, has their judgment value to the business manager? If given power to decide policies, will they use it to increase their own wages and to decrease working hours regardless of the financial condition of the business? Will they have consideration for the interests of stockholders?

Considerable light is thrown on these important questions in a series of studies started by the Russell Sage Foundation in 1919, the first of which are now being published. These investigations covered the Partnership Plan of the Dutchess Bleachery at Wappingers Falls, New York, the Industrial Representation Plan of the Colorado Fuel and Iron Company in its coal mines and in its steel works, the Works Council of Rock Island Arsenal, which is owned and conducted by the federal government, and the employment policies of William Filene's Sons Company in their Boston store, besides brief surveys of a dozen other plans in a variety of industries.

This article will deal briefly with the first of these reports to be completed—the Partnership Plan of the Dutchess Bleachery, Inc., at Wappingers Falls, New York, undoubtedly one of America's most significant experiences in wage-earners' participation in management. The full report of the Dutchess Bleachery experiment

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1925

- **personal connection** with employees
- **context or creativity** for their job responsibilities
- **job security**

helping your hive thrive

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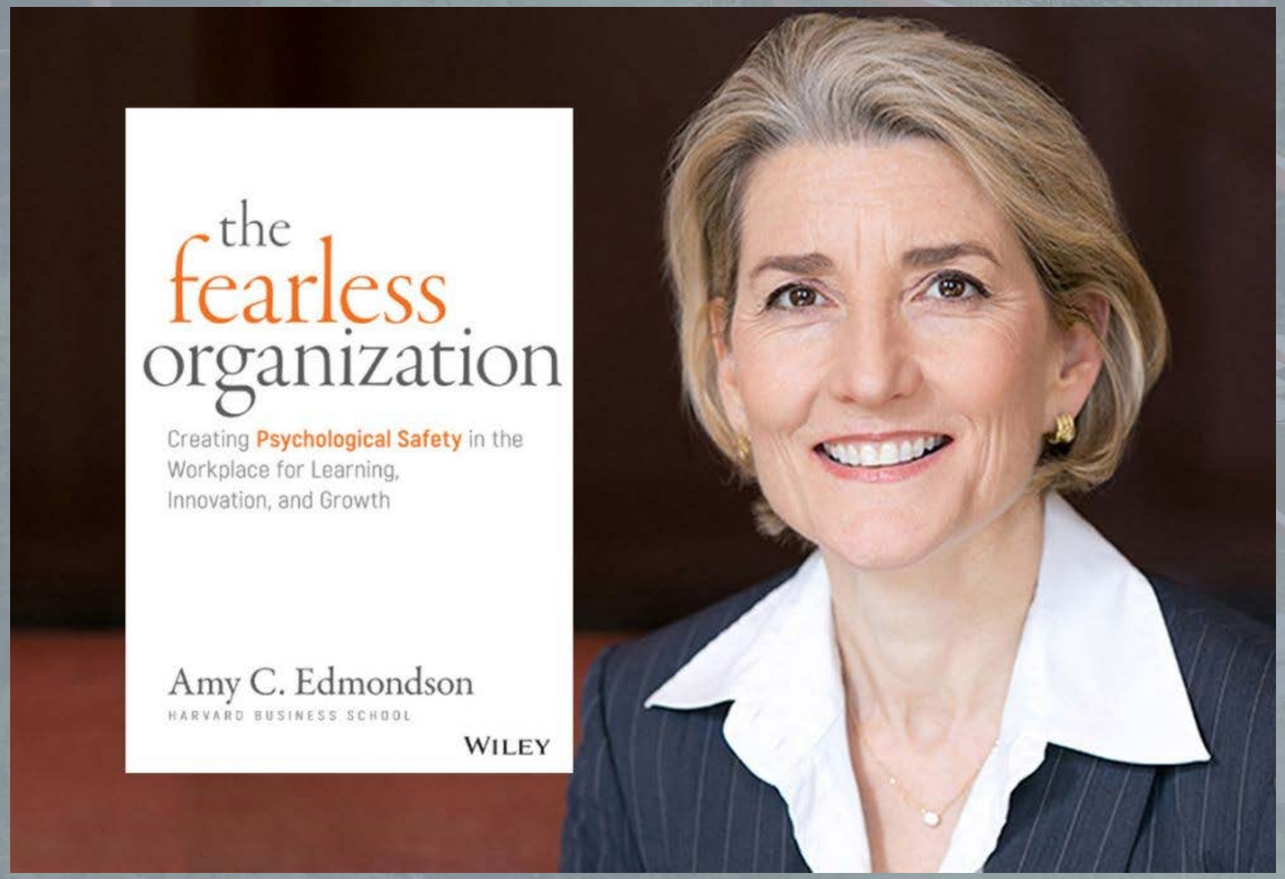


"Speaking up is only the first step. The true test is how leaders respond when people actually speak up."

2018

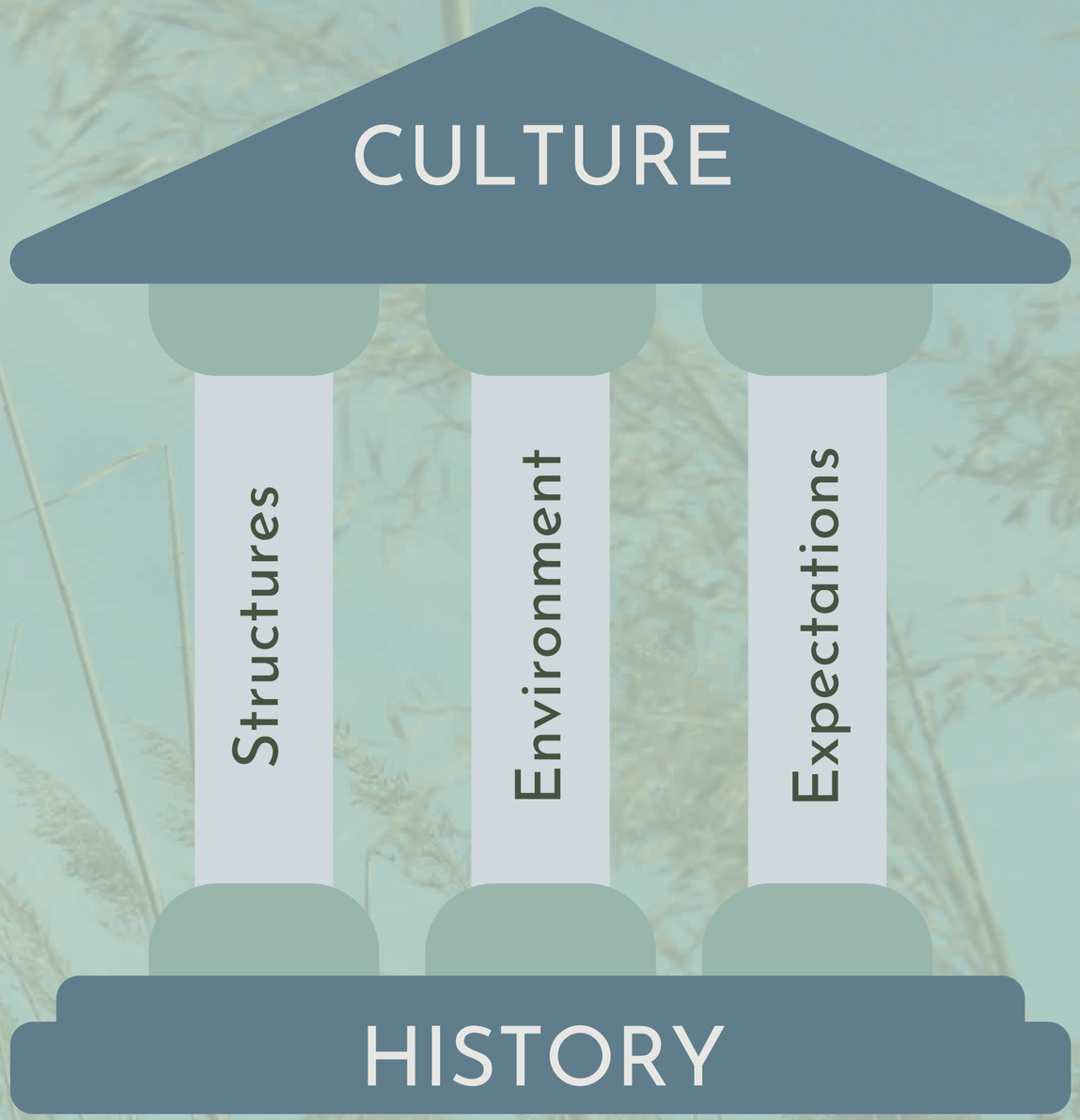
"Absence from work, turnover, reduced product or service quality, recruitment and training, workplace investigations and litigation, as well as damage to the organization's reputation."

What is **PSYCHOLOGICAL SAFETY?**

Psychological safety is the belief that you will not be punished, shamed or have negative fallout as a result of **speaking up, asking questions, raising concerns, or making mistakes.**

What is

PSYCHOLOGICAL HEALTH & SAFETY?

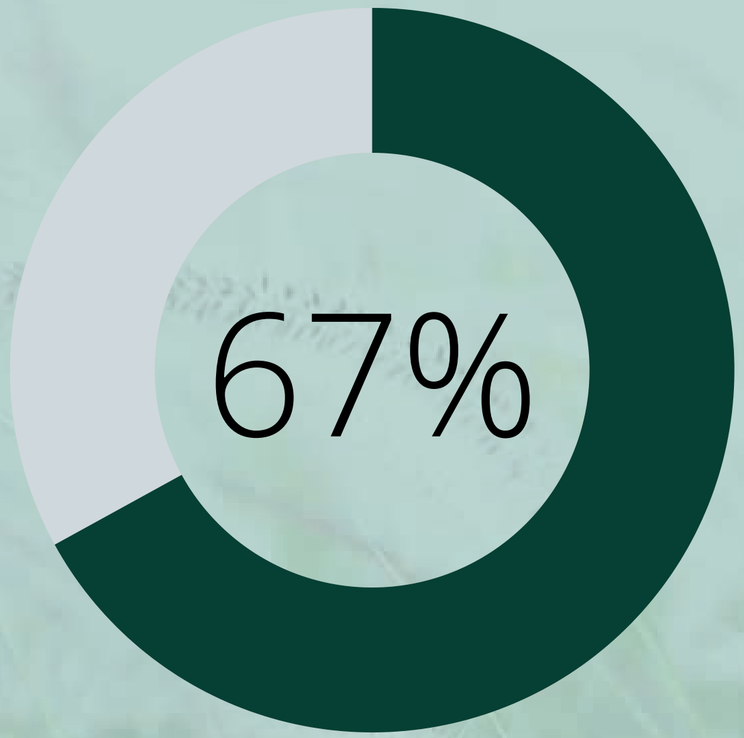


Why Does Psych Safety Matter?

Psychological safety results in

24% increase in team creativity

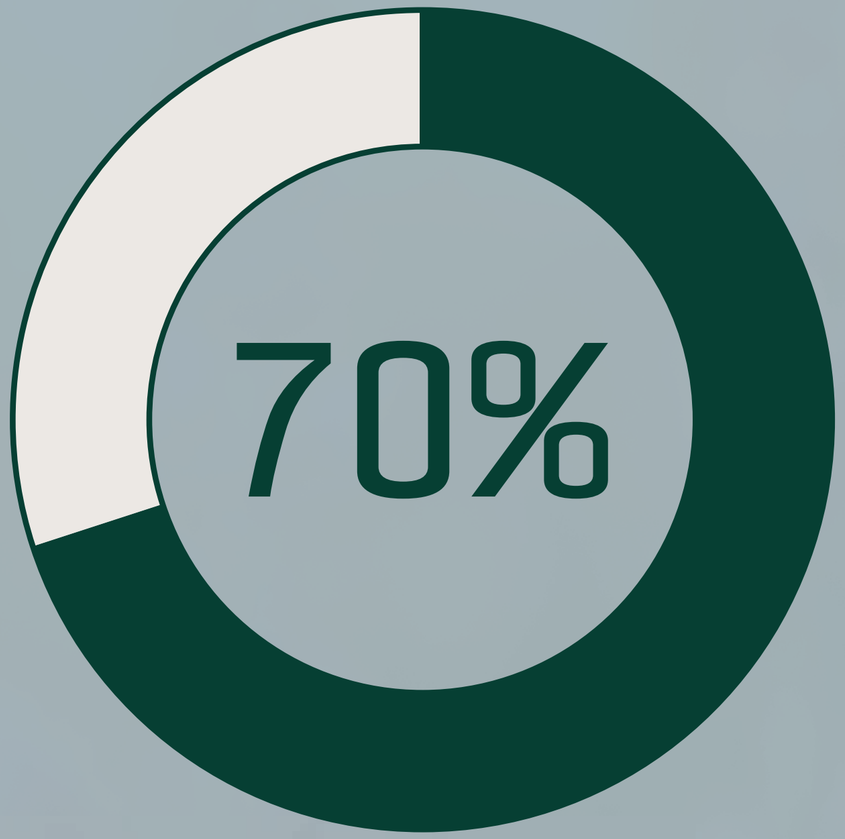
Social Behavior & Personality 2022



APPLY NEW SKILLS

Workers are **67% more likely** to apply new skills to the job when psychologically safe

Accenture 2021



HIGHER PERFORMANCE

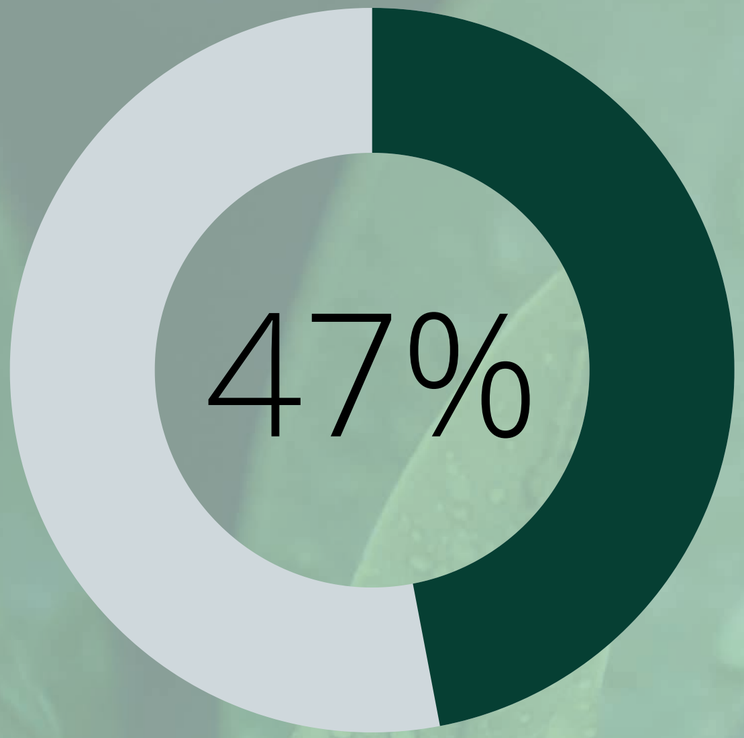
Psychologically safe organizations have **>70% higher performance & learning behaviors**

Frontiers in Psychology 2022

?%

HIGHER LIKELIHOOD OF SUCCESS

INTERNATIONAL JOURNAL OF MANAGING PROJECTS IN BUSINESS 2020

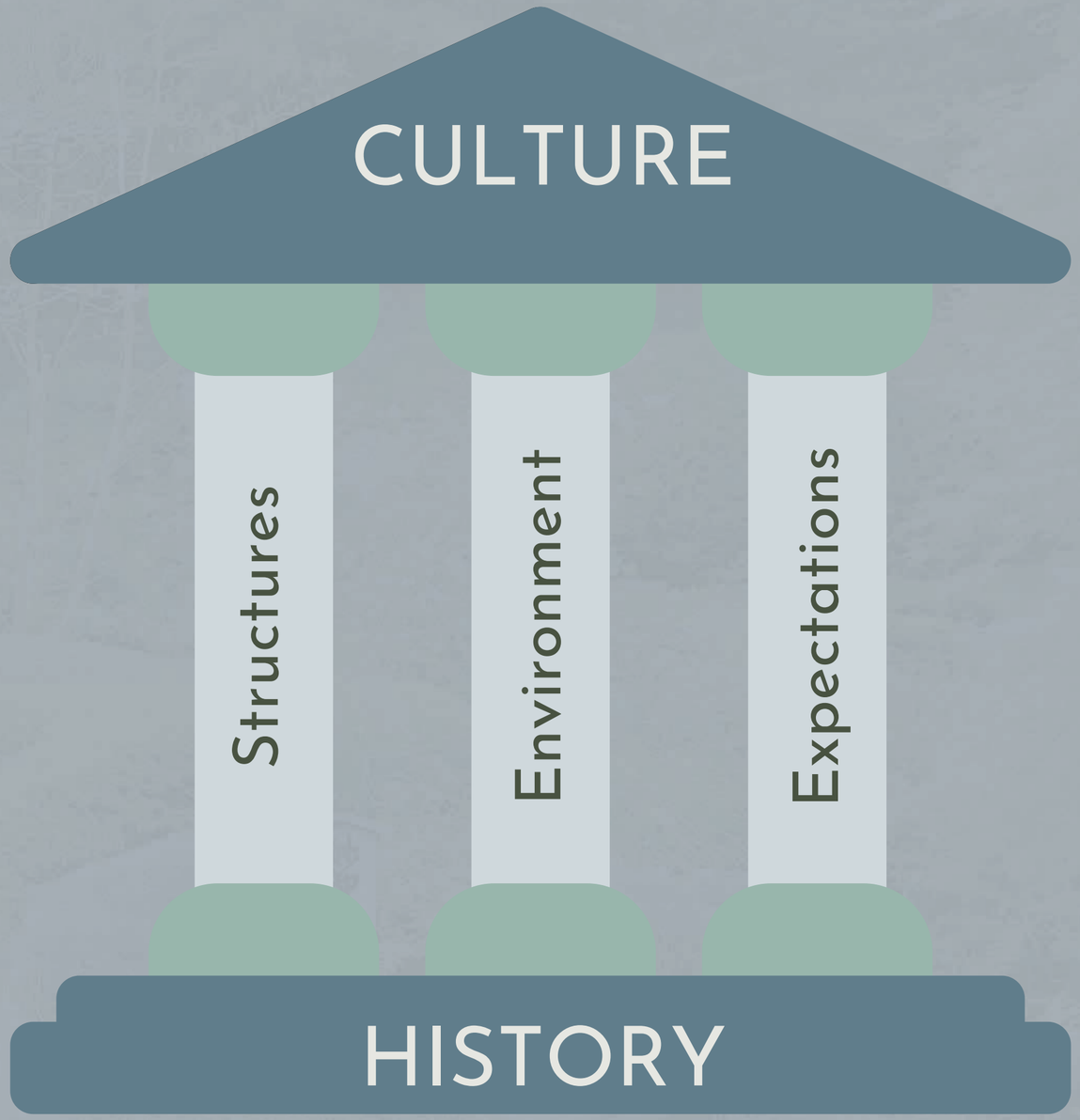


HIGHER LIKELIHOOD OF SUCCESS

Projects in organizations with psychological safety have a **47% higher likelihood of project success**

INTERNATIONAL JOURNAL OF MANAGING PROJECTS IN BUSINESS 2020

Psych Safety in Your Project



~ Examples ~

Failed Projects

Massive Layoffs

Severe Cutbacks

Resignations

Negative Press

Owner History

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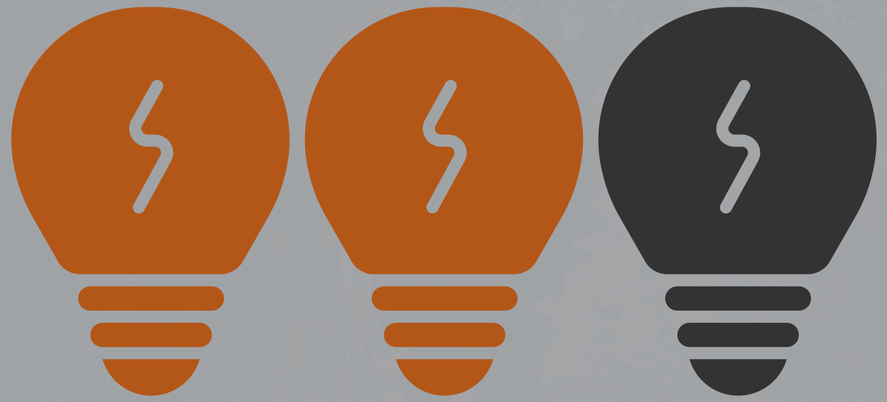

PROJECT FAILURE

Past project failures can impact the psychological safety of your project

"Launch & Leave"

"Launch & Leave"

"Launch & Leave"

Is there commitment to post-project support?

~ Examples ~

Job Design

Rewards & Goals

Op Mechs

Communications

Systems

Resources

~ Examples ~

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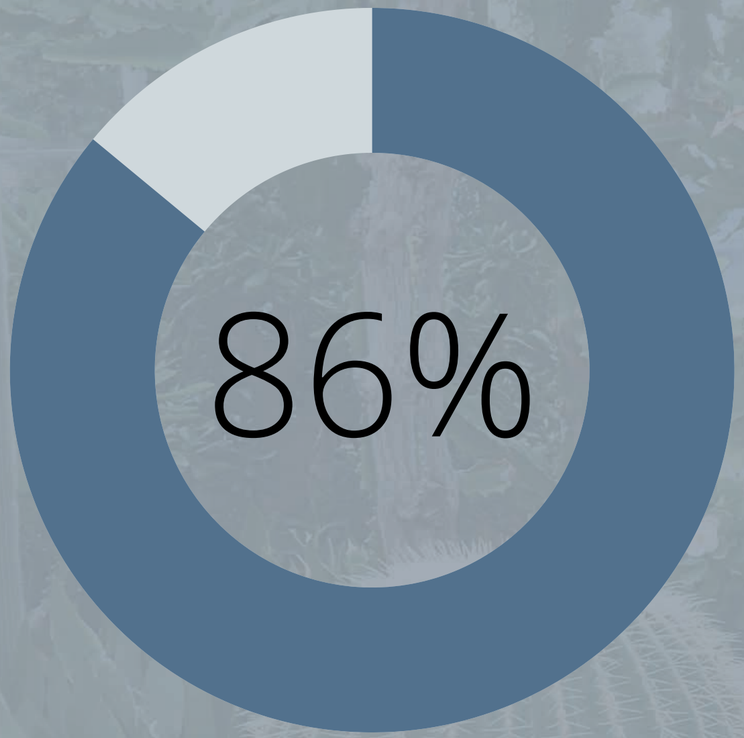
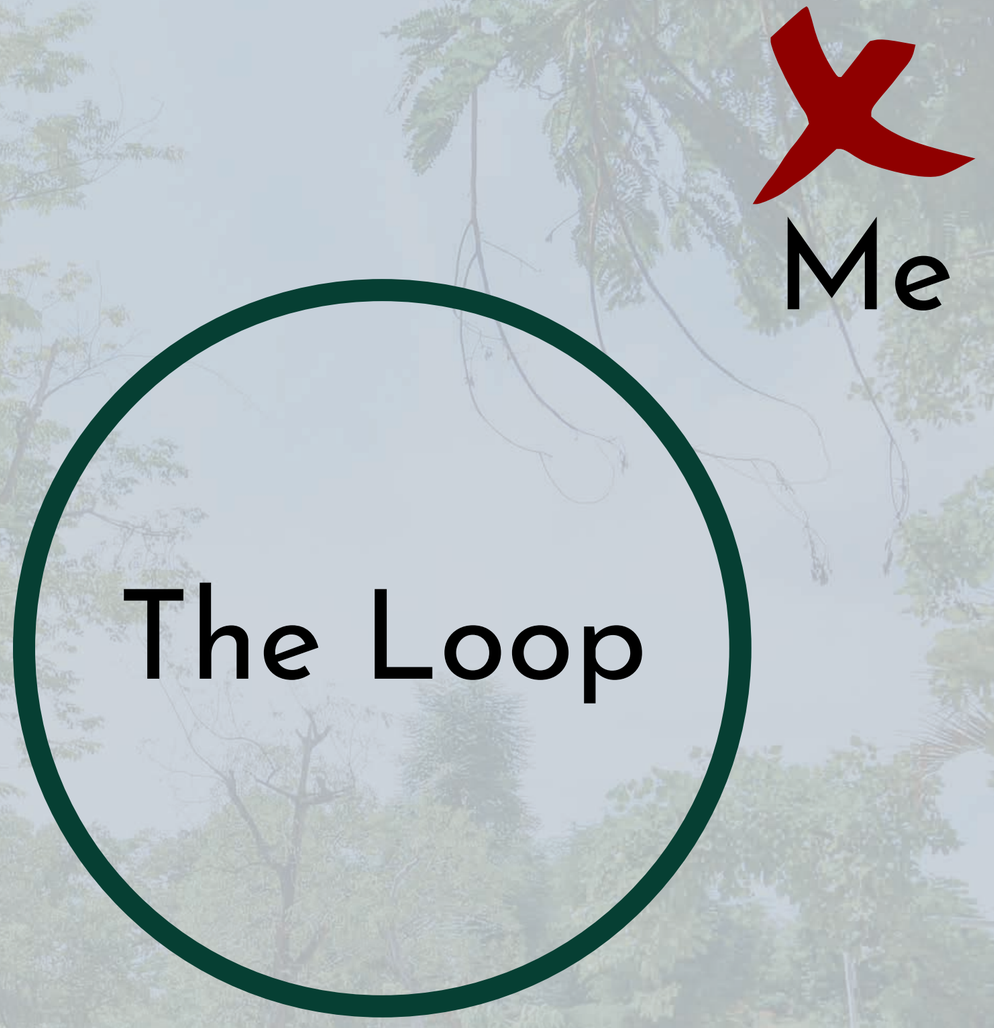


MORE EFFECTIVE

Employees with high role clarity are **86% more effective and 83% more productive**

EFFECTORY 2021

"Out of the Loop"



"Out of the Loop"

Is project team included in distribution of information?

~ Examples ~

Tunnel Vision

High Risk Work

Mission Disconnect

Shift Timing

External Influences

~ Examples ~

Tunnel Vision

High Risk Work

Mission Disconnect

Shift Timing

External Influences

"Tunnel Vision"

"Tunnel Vision"

"Tunnel Vision"

Have you planned for time to "pull up" and look around?

~ Examples ~

Decision-Making

High Control

Focus on Failures

Inconsistency

Favoritism

~ Examples ~

Decision-Making

High Control

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PSYCHOLOGICAL SAFETY EXPECTATIONS OF BEHAVIOR

Leader Inclusiveness increases psychological safety 15% and improves engagement 48%

JOURNAL OF ORGANIZATIONAL BEHAVIOR 2006

"Analysis Paralysis"

"Analysis Paralysis"

"Analysis Paralysis"

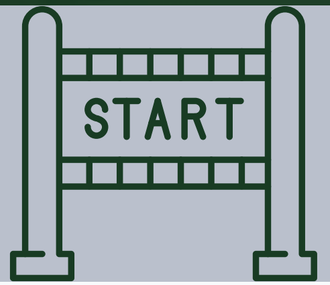
How effectively does the organization make (and stick to) decisions?

PSYCH SAFETY PLANNING

Use a Framework

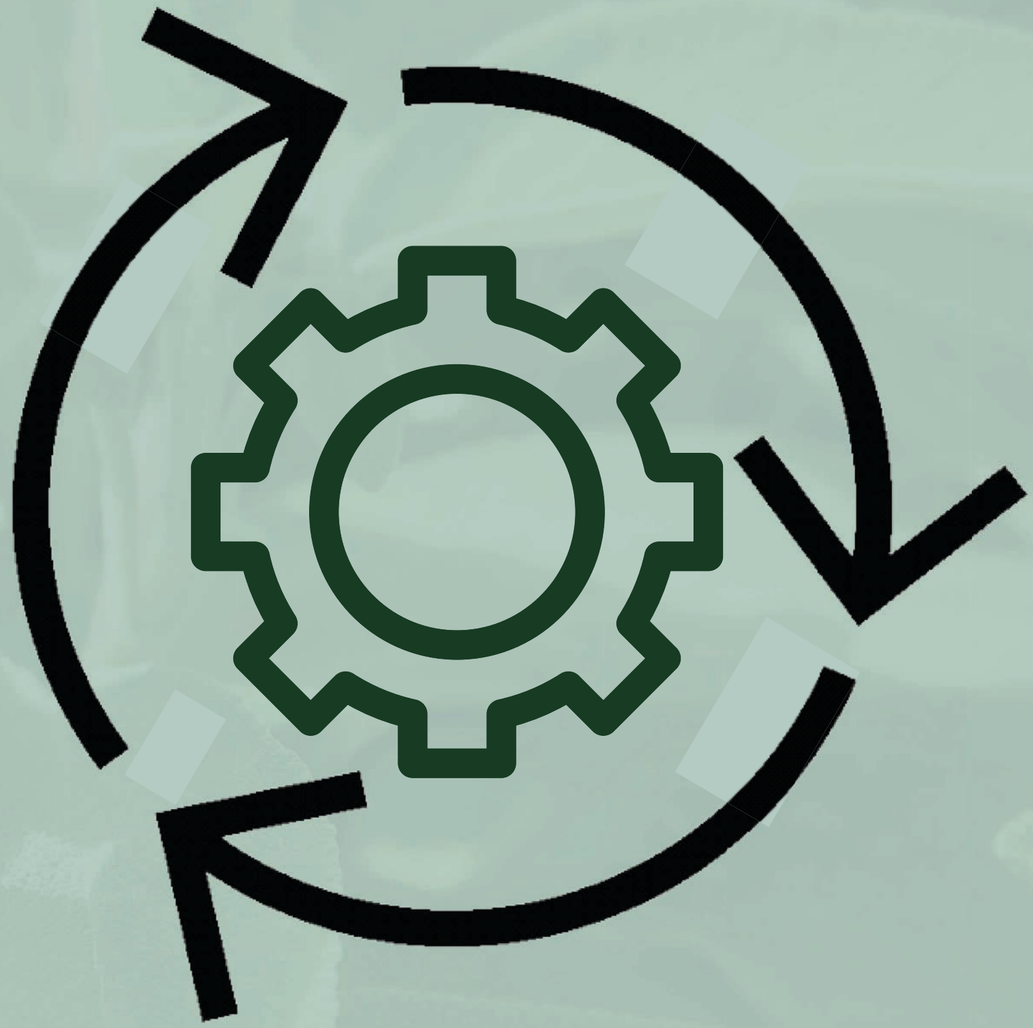
Look for Signs

Engage Leadership



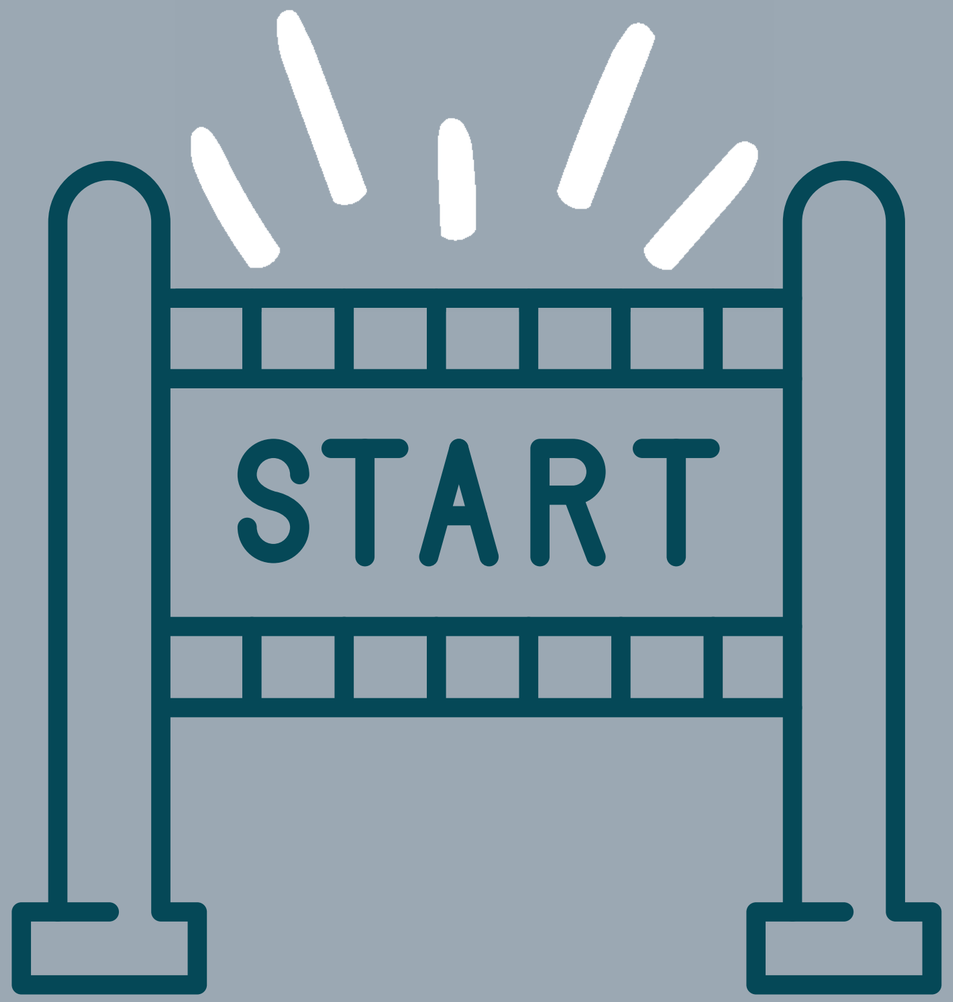
Take Action

Use a Framework



Look for Signs

Engage Leadership



Take Action

PSYCHOLOGICAL SAFETY

- **Not a New Concept**

  Creating safety & addressing work stressors existed for 100+ years

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- **Psych Safety Matters**

  Creating psych safety increases engagement, adoption, and more

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- **Multiple Factors**
  Look at your history, structures, environment & expectations

PSYCHOLOGICAL SAFETY

- **Not a New Concept**
  Creating safety & addressing work stressors existed for 100+ years
- **Multiple Factors**
  Look at your history, structures, environment & expectations
- **Psych Safety Matters**
  Creating psych safety increases engagement, adoption, and more
- **Build a Plan**
  Identify your plan for addressing psych safety hazards and risks

Let's Connect:

#Be_Verdant

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