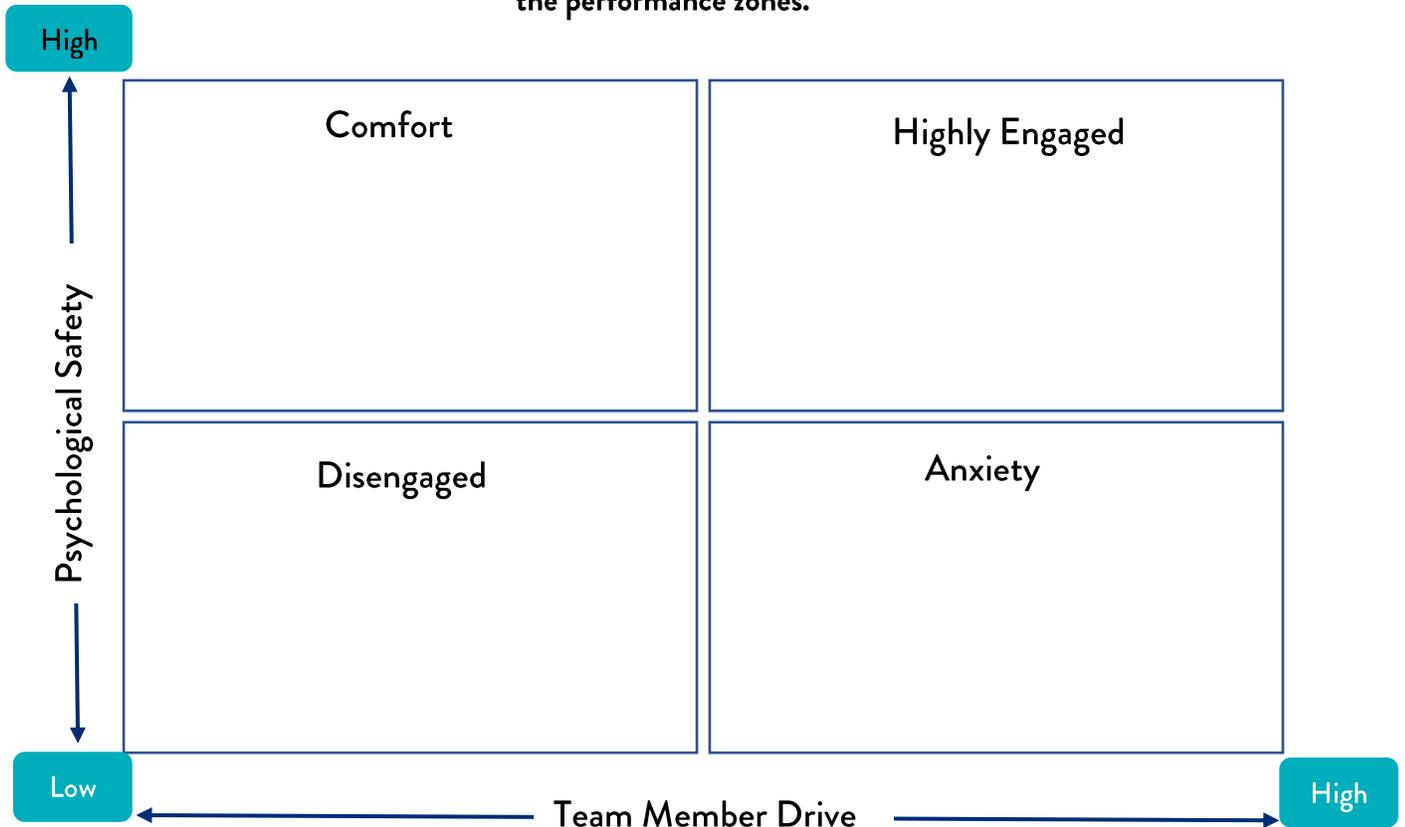


# Psychological Safety Activity

**Directions:** Think about how psychological safety impacts the performance of your team. The diagram below represents varying degrees of team member psychological safety vs. their drive to perform. Provide words and phrases that describe how you, or others, may feel operating in each of the performance zones.



Here's what each zone means:

**Disengaged:** With low psychological safety and a low drive to perform, the team becomes unhappy, reluctant to work, achieves little, and my experience high turnover.

**Comfort Zone:** High psychological safety but lacking a drive to succeed results in a safe but underperforming team that may last long but won't reach its full potential.

**Anxiety:** Low psychological safety with a strong drive can lead to high anxiety, causing turnover, burnout, stress, and conflict.

**Highly Engaged:** Optimal teams have both psychological safety and a strong drive, creating a learning zone where innovation and goal achievement thrive, leading to low turnover and high personal development.