

PSYCHOLOGICAL SAFETY: THE ULTIMATE PERFORMANCE HACK

THE CORE TRUTH

Careers don't stall because people can't do the work. They stall because people stop saying what needs to be said.

PSYCHOLOGICAL SAFETY IS THE OXYGEN FOR INNOVATION, COLLABORATION, AND TRUST.

And you don't need a badge of authority to create it. You can build it one brave question, one curious listen, one respectful challenge at a time.

KEY TAKEAWAYS

- 2 in 5 people in teams are self-censoring - holding back questions, concerns, or ideas.
- Safety isn't about guaranteed applause. It's about honest, respectful candour.
- Leaders have an oversized role, but everyone contributes.
- Asking "What's not being said?" is a power move.
- Curiosity, humility, and vulnerability are the hidden superpowers of safe, high-performing teams.

ACTION MOVES TO TRY

- In your next meeting, ask: "What have we missed?" or "What's not being said?"
- Replace second-guessing with asking: "Can you help me understand what's going on here?"
- Spot a colleague staying quiet - invite them in without putting them on the spot.
- Share one failure this week as a learning story, not a confession.
- Measure it: run a 3-minute pulse with Gary Keogh's 7 survey questions and use the data as a conversation starter.

**ONE BRAVE
QUESTION**

CONVERSATION STARTER WITH YOUR BOSS

"I've been thinking about how safe our team feels to speak up. Could we run a quick pulse check and use it to start a conversation about where we're strong - and where we might need to shift behaviours?"

ADD THIS TO YOUR BOLD MOVES BANK

- Pin this line: "Identifying problems is individual. Solving them is a team sport."
- Celebrate the next time someone disagrees with you respectfully - that's progress.
- Keep a note of one question that sparked a better idea in a meeting.
- Re-listen to this episode whenever you feel yourself holding back.
- Connect with Gary Keogh on LinkedIn for more ideas.