

# In Bloom Project

We help companies capitalise on their #1 asset, their people.  
We do this by improving the wellbeing of individuals, teams, and leaders.



IN GOOD  
HEALTH

## 6 Pillars of Psychological Safety in Teams

You've heard these before. It can be a useful practice to spend 2 minutes reviewing them and reflecting on well you embody them.

1

### Model Vulnerability as a Leader

- You've heard this one plenty from [Brene Brown](#)
- Practice sharing openly the "why" behind decisions that you make, your motivations, drivers, and ambition.
- Share openly when you find things challenging. Speak with your team about your weaknesses

2

### Encourage the team to speak up often

- Emphasise that's it OK to share opinions that are not fully formed yet, and questions that are unclear.
- "I'm sorry I don't understand your question" can get a lot of communication styles to close off.

3

### Own up to your mistakes

- Once you realise a mistake was made, take time to reflect on it, and share the reflections with the team.
- **Pain + Reflection = Progress.**

4

### Say: "Your input is important"

- Your Team members are in the trenches, doing the hard work.  
  
This can become a perspective that gets missed from a leader. Share with them the important of their perspective.

5

### Encourage contrarian opinions

- Create a "devil's advocate role" when making a big decision.
- "What could we be missing here?", "
- Which stakeholder is on the wrong end of the receiving here?"

6

### Express Gratitude

- It's rare that leaders overdo this one.
- Say "thank you" with specific examples of what you're grateful for.



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