

SAFE PLACES TO WORK

ELIMINATING FEAR AT WORK - ONE PLACE AT A TIME

www.safeplacestowork.com



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WHAT IS PSYCHOLOGICAL SAFETY?

“The sense of being able to show and employ one’s self without fear of negative consequences to self-image, status or career”

William A. Khan

It is **not** about wrapping people in bubble wrap or allowing them to avoid accountability; it requires responsibility at every level—individual, team, management, and leadership—to actively contribute to and maintain an environment where everyone feels safe to speak up, learn, and grow.

WHAT IS PSYCHOLOGICAL SAFETY?

Eliminating fear and **taking accountability**

LEARNING ZONE

We **do care** and we **are daring**

COMFORT ZONE

We **don't care** and we **aren't sharing**

APATHY ZONE

We **don't care** and we **aren't daring**

ANXIETY ZONE

We **do care** and we **are scared**



WHY PRIORITISE IT?

The benefits of psychological safety are evident

- Collaboration and Learning
- Innovation and Creativity
- Growth and Development
- Crisis Prevention

Research, including insights from Project Aristotle at Google, has shown that psychological safety has a profound impact on team performance, innovation, and collaboration.

By prioritizing psychological safety, organizations have experienced enhanced team effectiveness, increased productivity, and higher employee engagement.

THE ORGANISATIONAL LAYERS

SELF



We are all responsible for self-development, self-direction, self-evaluation, self-awareness and self-care.

TEAM



Teams have a collective responsibility for recognition, cooperation, equity, inclusion and collaboration.

MANAGER



Managers have direct responsibility for appreciation, empowerment, consistency, listening and support.

ORGANISATION



Organisations have the ultimate responsibility to ensure they act with integrity, trust, diversity, humanity and agility.

THE SAFER MODEL

Enablers to eliminating workplace FEARS

Research in psychology, behavioural science and neuroscience identified five enablers to psychological safety that follow the SAFER acronym - an anagram of FEARS.



STATUS

The perception of value and respect colleagues hold within the organisation.



AUTONOMY

The degree of discretion colleagues have in decision-making and actions.



FAIRNESS

The level to which employees are treated equitably and justly within the organisation.



EMPATHY

The ability to understand and share the feelings and perspectives of others.



RESILIENCE

The capacity to withstand or to recover from setbacks and adapt to change.

WORKPLACE ASSESSMENT

Our workplace assessment identifies the level to which psychological safety is enabled at each organisational layer, giving actionable insights for an improvement plan.



EMPLOYEE SURVEY

We conduct a 24-question survey (Q24) that align the 5 enablers with the 4 layers of the organisation.

INSIGHTS REPORT

We identify dominant fear factors and produce a comprehensive report with focused and prioritised recommendations for improvement.

ACTION PLANNING

We present our recommendations and seek your commitment developing and communicating an improvement plan.

Q24 ASSESSMENT

The **Q24 assessment** evaluates psychological safety through 24 questions across five key enablers (SAFER model) and four organisational layers: Individual, Team, Manager, and Organisation.

- **Questions 1–4:** Aggregates responses into the Fear Factor Index, highlighting the extent to which fears of failure, speaking up, exclusion and being undermined inhibits performance.
- **Questions 5–9:** Focuses on self development, direction, evaluation, awareness and care, linking directly to individual contributions and personal accountability.
- **Questions 10–14:** Explores recognition, cooperation, equity, inclusion and collaboration within teams to identify alignment and cohesion challenges.
- **Questions 15–19:** Evaluates appreciation, empowerment, consistency, active listening and support, highlighting areas where management can foster or hinder psychological safety.
- **Questions 20–24:** Assesses integrity, trust, diversity, humanity and agility within the organisational culture, identifying systemic enablers of a safe and innovative workplaces.

INSIGHTS REPORT

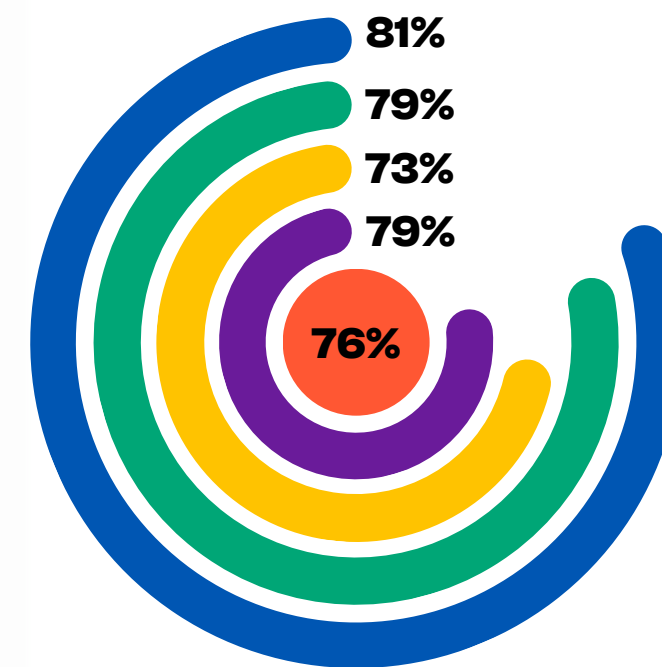
It's not the 'data that makes ya' psychologically safe, it comes from insight and action.

The Insights Report offers a detailed breakdown of psychological safety scores across the four key levels, as well as highlighting dominant fear factors.

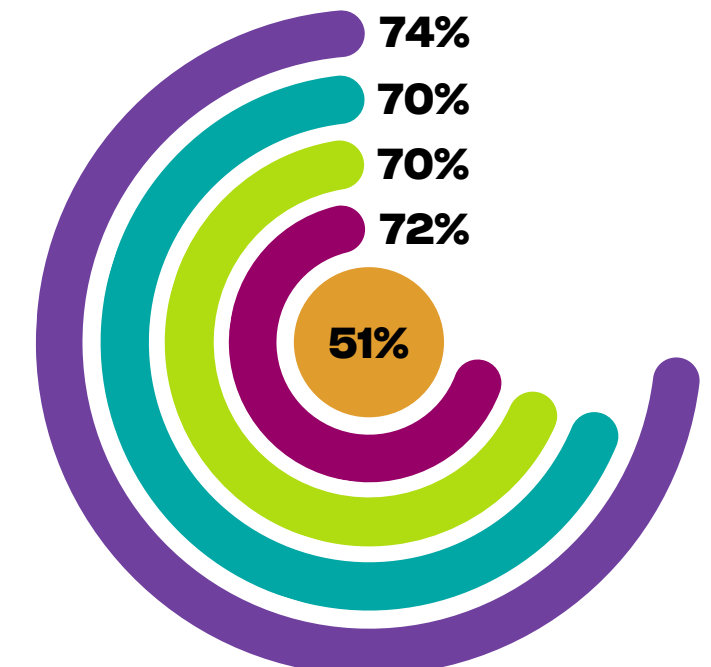
Each level is assigned an overall percentage score, with comparisons to industry averages for added context.

Results can be analysed alongside customised demographic data to uncover trends and patterns across groups such as:

- Location/organisation
- Age/length of service
- Gender/nationality
- Team size
- Number of direct reports
- Job family/grade



YOUR RESULTS



INDUSTRY AVERAGE

FEAR FACTORS



FEAR OF FAILURE

YOUR SCORE: **66%**

INDUSTRY AVERAGE: **55%**



FEAR OF SPEAKING UP

YOUR SCORE: **80%**

INDUSTRY AVERAGE: **65%**



FEAR OF EXCLUSION

YOUR SCORE: **84%**

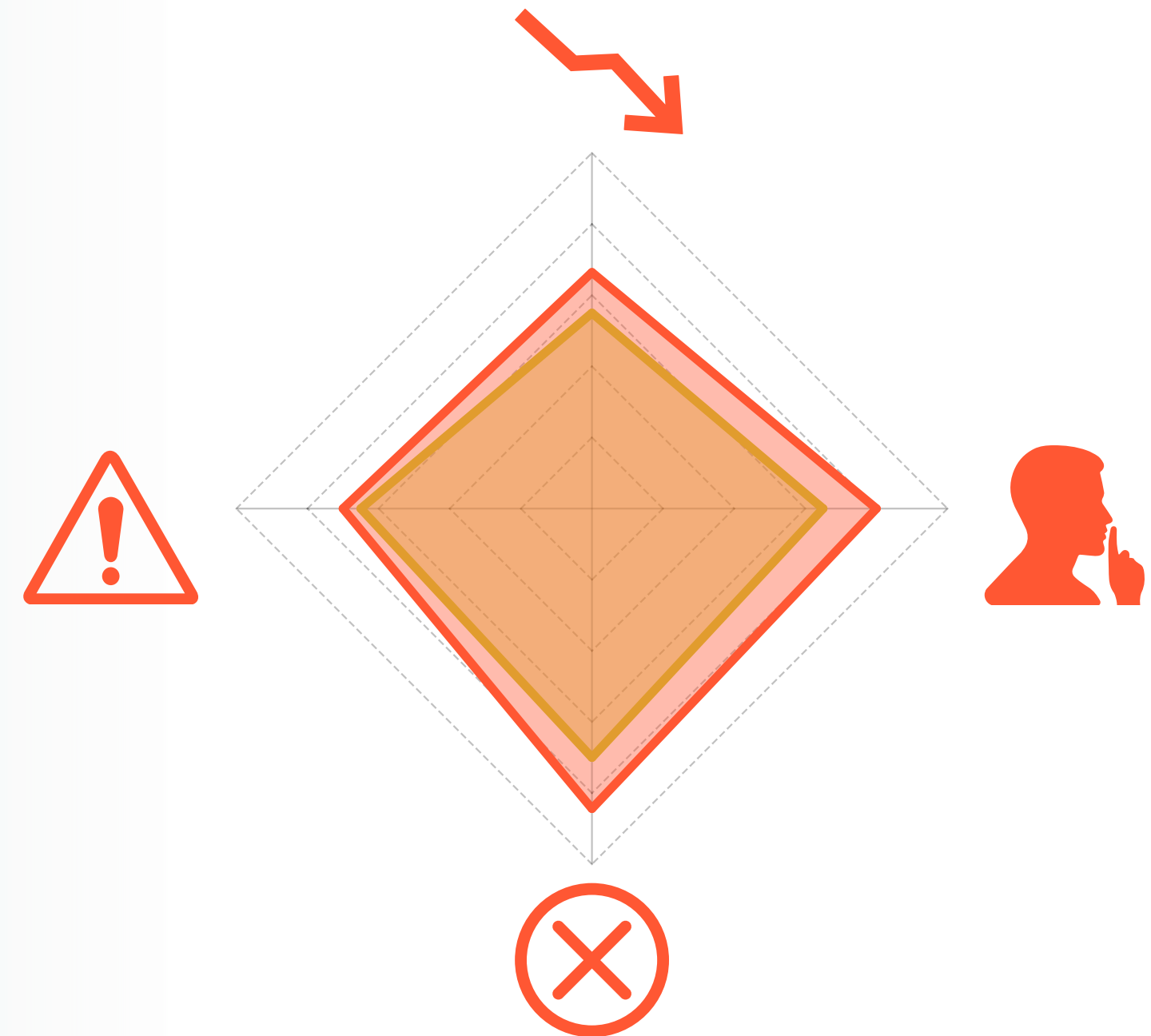
INDUSTRY AVERAGE: **70%**



FEAR OF BEING UNDERMINED

YOUR SCORE: **80%**

INDUSTRY AVERAGE: **65%**



SELF BREAKDOWN



SELF DEVELOPMENT
YOUR SCORE: **80%**
INDUSTRY AVERAGE: **70%**



SELF DIRECTION
YOUR SCORE: **78%**
INDUSTRY AVERAGE: **70%**



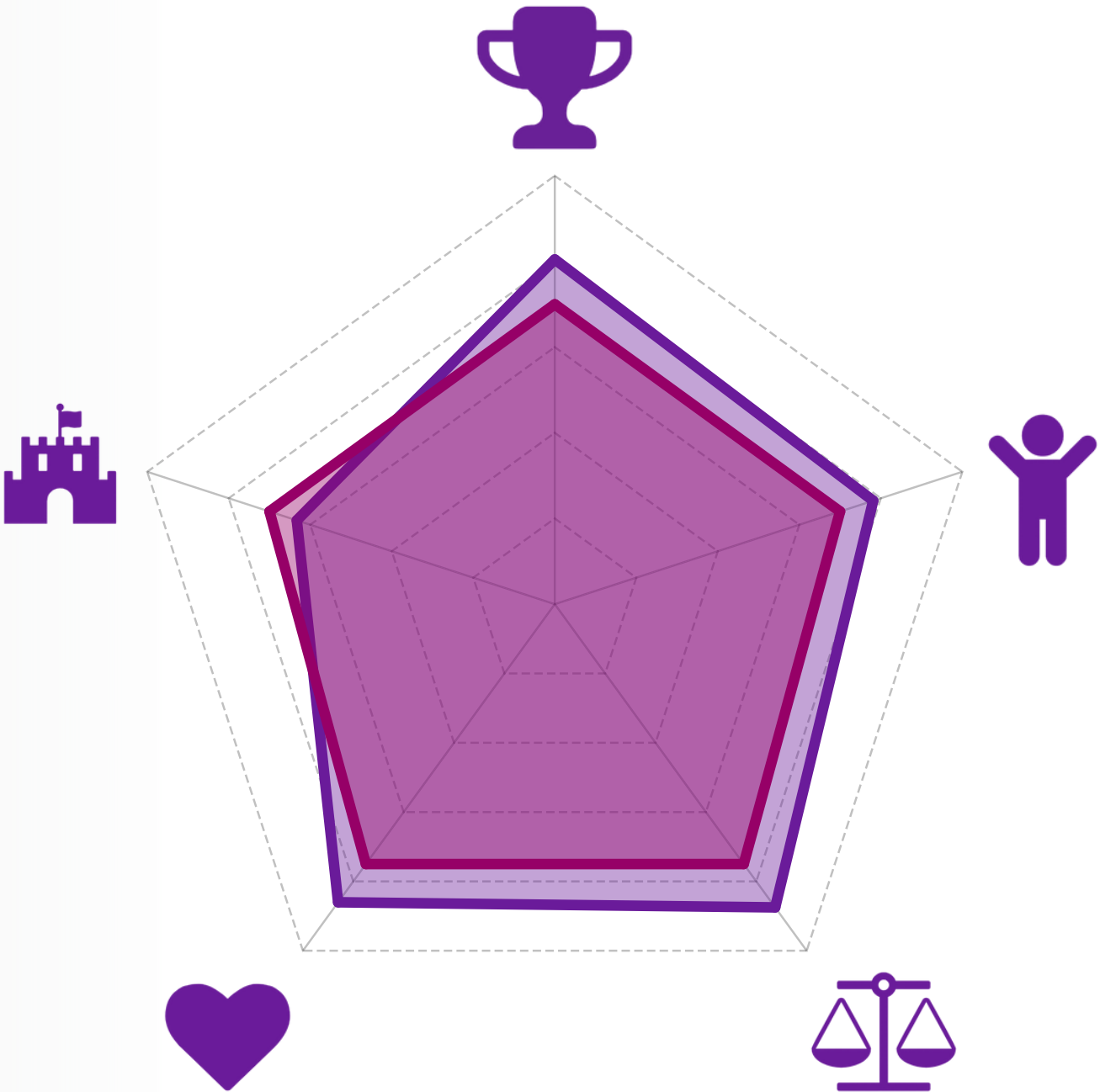
SELF EVALUATION
YOUR SCORE: **88%**
INDUSTRY AVERAGE: **75%**



SELF AWARENESS
YOUR SCORE: **86%**
INDUSTRY AVERAGE: **75%**



SELF CARE
YOUR SCORE: **63%**
INDUSTRY AVERAGE: **70%**



TEAM BREAKDOWN



RECOGNITION

YOUR SCORE: **77%**
INDUSTRY AVERAGE: **75%**



COOPERATION

YOUR SCORE: **75%**
INDUSTRY AVERAGE: **85%**



EQUITY

YOUR SCORE: **61%**
INDUSTRY AVERAGE: **65%**



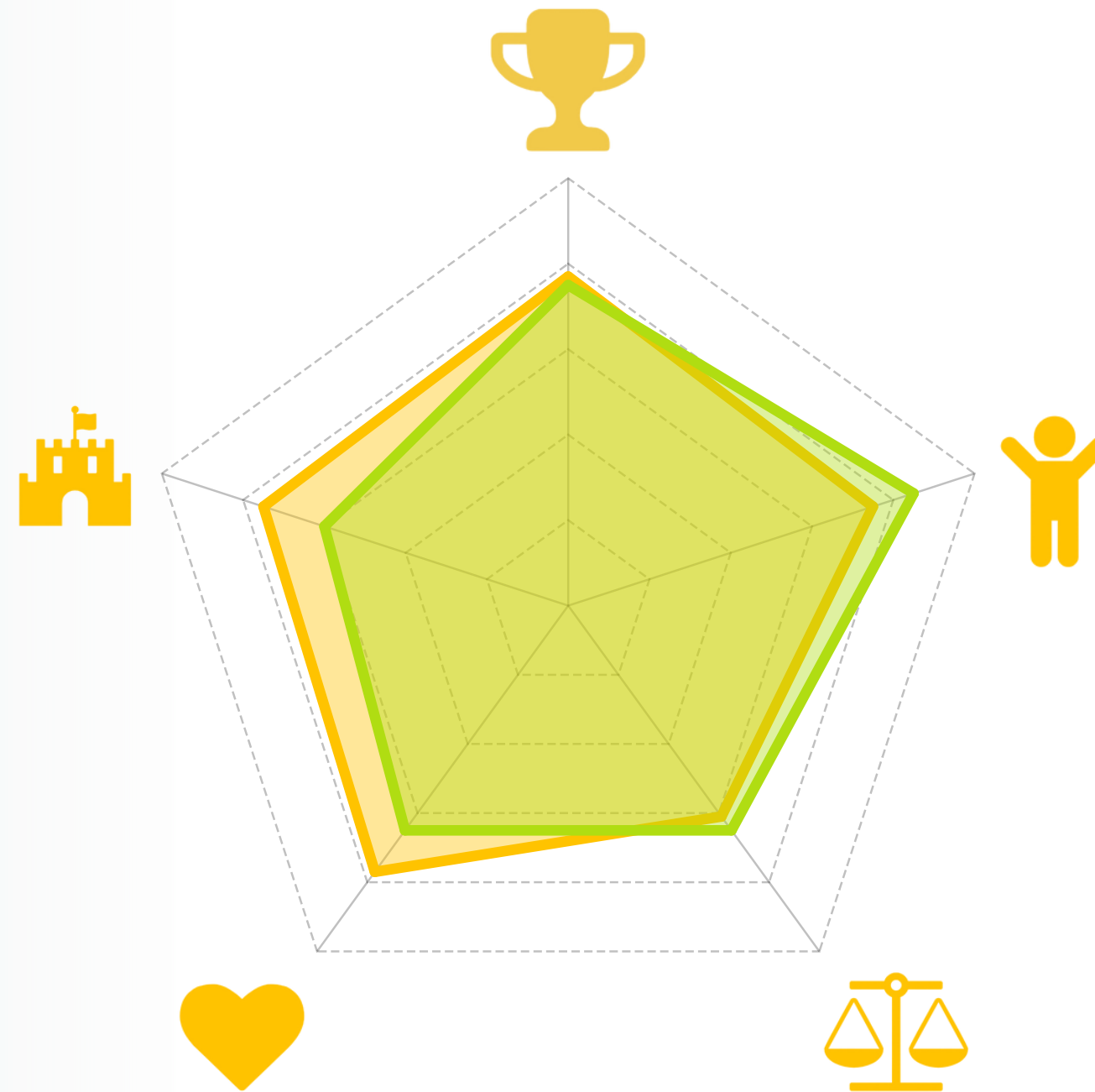
INCLUSION

YOUR SCORE: **77%**
INDUSTRY AVERAGE: **65%**



COLLABORATION

YOUR SCORE: **75%**
INDUSTRY AVERAGE: **60%**



MANAGER BREAKDOWN



APPRECIATION
YOUR SCORE: **81%**
INDUSTRY AVERAGE: **75%**



EMPOWERMENT
YOUR SCORE: **77%**
INDUSTRY AVERAGE: **75%**



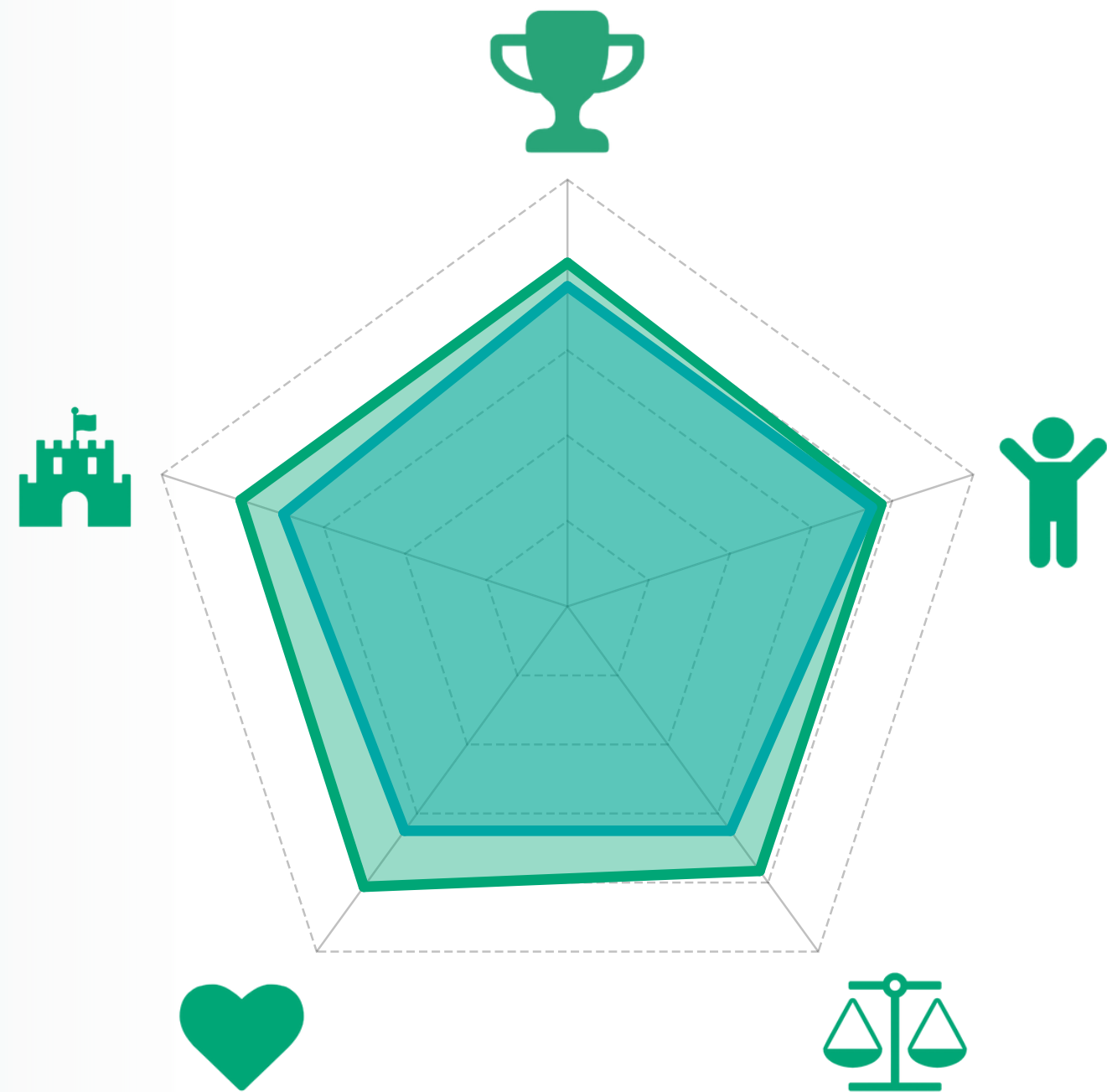
CONSISTENCY
YOUR SCORE: **77%**
INDUSTRY AVERAGE: **65%**



LISTENING
YOUR SCORE: **81%**
INDUSTRY AVERAGE: **65%**



SUPPORT
YOUR SCORE: **81%**
INDUSTRY AVERAGE: **70%**



ORGANISATION BREAKDOWN



INTEGRITY

YOUR SCORE: **79%**
INDUSTRY AVERAGE: **75%**



TRUST

YOUR SCORE: **80%**
INDUSTRY AVERAGE: **72%**



DIVERSITY

YOUR SCORE: **77%**
INDUSTRY AVERAGE: **80%**



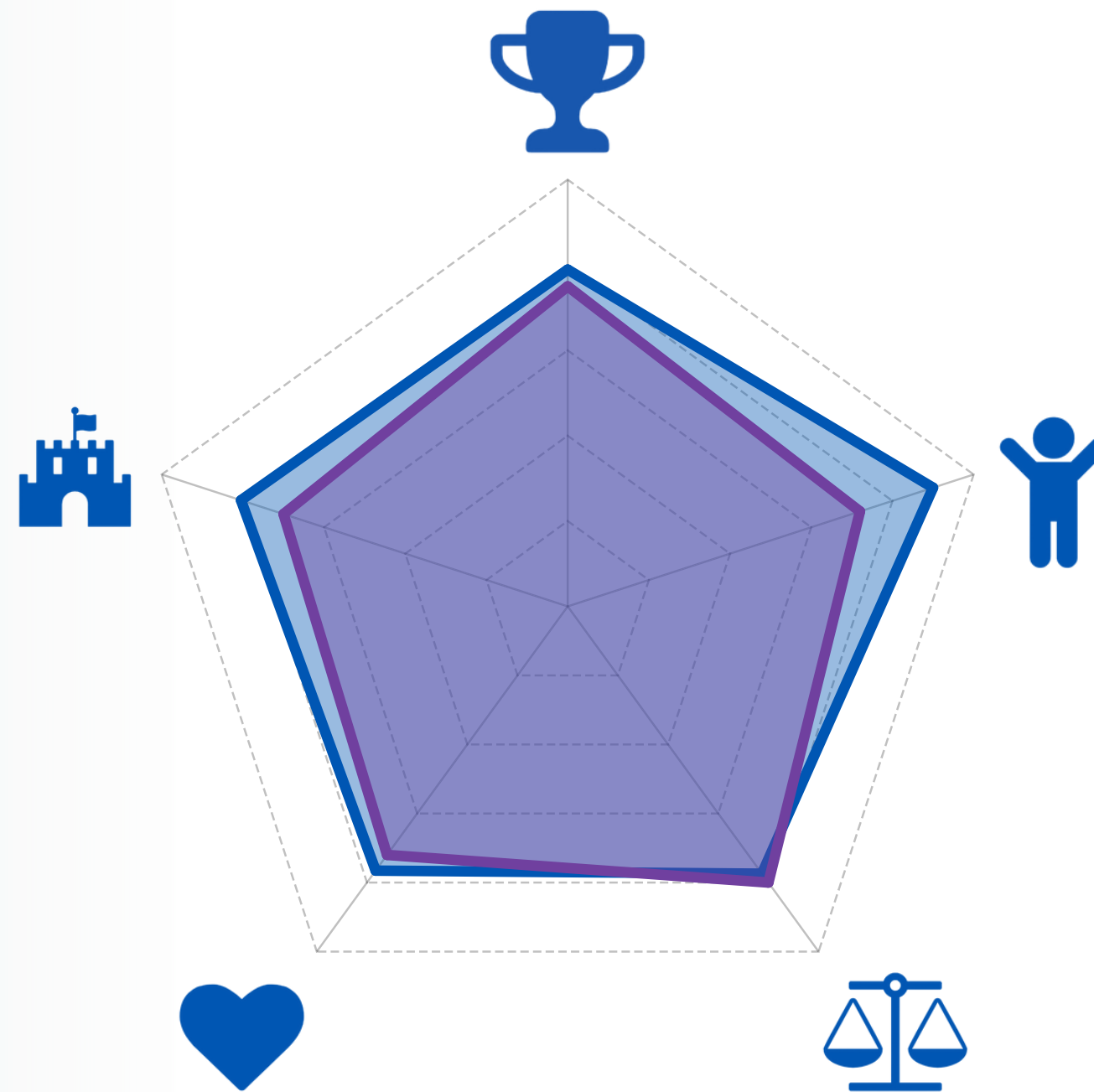
HUMANITY

YOUR SCORE: **77%**
INDUSTRY AVERAGE: **72%**



AGILITY

YOUR SCORE: **80%**
INDUSTRY AVERAGE: **70%**



WHY GET ACCREDITED?

In today's war for talent, standing out is more important than ever. Attracting, retaining, and growing top talent is a key priority for HR leaders.

The 'Great Resignation' is still fresh and workforces have become increasingly discerning - especially Millennials. Post-COVID, many workers, across all generations, are rethinking their careers, driven by the mindset that "life's too short" to work in unhealthy environments.

This accreditation is a way to demonstrate your commitment to providing a workplace where employees feel safe and supported, directly addressing concerns like burnout, mental health, and stress. These are not just soft issues; they have real financial implications, costing companies in both talent and productivity.

Accreditation proves that your company is invested in protecting its people and in building a culture where they can thrive, ultimately helping you find, keep, and grow the best talent.

Our accreditation service is not only impactful but also affordable, offering a cost-effective solution to creating safer, more productive workplaces without straining your budget.

ACCREDITATION PROCESS

Organisations that receive the SPTW accreditation must demonstrate fearlessness, accountability and willingness to learn.

A Safe Place To Work shows continuous improvement and commitment to prioritising psychological safety - not just one day a year.



FEARLESSNESS

We recognise that it takes courage for organisations to conduct the assessment. We recognise the courage to make these first steps, accreditation is not simply a “pay to play” exercise.

ACCOUNTABILITY

Too often, organisations conduct surveys and don’t follow through or learn from the insights. We recognise organisations that take accountability and commit to a credible improvement plan.

LEARNING

Cultural improvement doesn’t happen by blindly following a linear set of actions it requires continuous improvement with a “theoretical limits” mindset. Our recommendations are underpinned by adoption of habitual behaviours through behavioural science ‘nudge’ principles.

ONLINE TRAINING MODULES

We offer targeted online training modules delivered by our world class subject matter expert partners. These modules are tailored to address specific areas that require improvement, ensuring a customised approach for each business.



INDIVIDUAL TRAINING

Provides personalised support and growth strategies.



TEAM TRAINING

Focuses on enhancing team collaboration and cohesion.



MANAGER TRAINING

Equips managers with the tools to lead effectively and foster a psychologically safe environment.



LEADERSHIP TRAINING

Provides expert guidance on strategic leadership and building a culture of trust and innovation.

Thank You

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