

# Creating psychological safety during transformative change

## Did you know?



Humans are naturally wired to resist change. This is typically referred to as **fight or flight**, which is a primal response to danger that can override all other systems – such as logic and reasoning.



The impact

of this primal response is a **drop in productivity**



A change at work or home can engage a primal response. Individuals act in a similar fashion to fight or flight by experiencing feelings of fear, loss, apathy or lack of safety and can cause large productivity losses within an organization.

## Creating **psychological safety** during transformative change



### Status

Our perception of relative status to others

Foster respect, value, recognition, skill development and opportunities.



### Assurance

Our perceived ability to predict the future

Foster clear priorities, expectations, shared goals and regular communication



### Fairness

Our perception of equitable exchange

Foster transparency, consistency, equal opportunities and expectations management



### Empathy

Our perception of personal connections with others

Foster honest interactions, openness, active collaboration, camaraderie and trust



### Thinking

Our perception of choice and influence

Foster input, ideas, empowerment, opportunity to contribute, choice and flexibility



### Your mindset

Our ability to influence our mindset and beliefs

Foster learning, solution focus, acknowledgment of effort, creative thinking and regulation of emotions