

PSYCHOLOGICAL SAFETY is SUSTAINED THROUGH BEHAVIOR, NOT BELIEF



We make it a reality in how we communicate, listen, manage our reactions, handle failures, and run meetings



CULTURE CHANGE HAPPENS THROUGH SMALL, CONSISTENT ACTIONS

What we repeatedly practice becomes our culture - one conversation, one meeting at a time

EVERYONE is a CHANGEMAKER

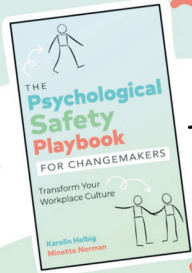


You don't need a title to shift culture - influence begins the moment you choose to act differently

THE PSYCHOLOGICAL SAFETY PLAYBOOK

for changemakers

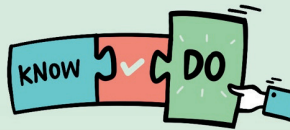
KAROLIN HELBIG and MINETTE NORMAN



RESISTANCE is a PART OF THE JOURNEY



Skepticism won't vanish through arguments; people are convinced when they experience psychological safety in action



WALKING THE TALK MATTERS MORE THAN KNOWING THE THEORY

Without consistently embodying the qualities that promote psychological safety, we won't create real impact

REBUILDING PSYCHOLOGICAL SAFETY WHEN IT'S BEEN BROKEN TAKES TIME and SUSTAINED EFFORT



Words alone won't repair it; only consistent, observable behavior will

STAY THE COURSE

Keep showing up. Let your actions ripple outward and create lasting change

