DAN JAHN

Psychological Safety Reflection & Practice Worksheet

Story Reflections & Mini-Challenges

Ancient: Athenian Agora

Reflection: Where in my leadership do I encourage open voice? Where do people still feel unsafe to speak up?

Mini-Challenge: In one meeting, actively invite dissent or alternative ideas — and thank people for offering them.

Middle Era: Quaker Clearness Committees

Reflection: Do I create spaces where people can bring their whole selves — questions, doubts, fears — without judgment?

Mini-Challenge: Choose one conversation this week where you will only ask open, honest questions — and hold back advice.

Modern: NASA Challenger & Columbia

Reflection: Where in my team might people be holding back warnings or ideas that could save us pain later?

Mini-Challenge: Ask your team: 'What's one risk or concern we might be overlooking?' And thank whoever speaks up.

The Three Elements of Psychological Safety

Mini-Challenge: Choose one of the three permissions and make it visible this week.

Element	1-5	One Action to Strengthen
Permission to be Human (mistakes & questions allowed)		
Permission to Challenge (dissent welcomed as contribution)		
Permission to Grow (feedback is for development, not punishment)		

Weekly Psychological Safety Tracker

Day	How I Created Safety
Mon	
Tue	
Wed	
Thu	
Fri	
Sat	
Sun	

Journaling Prompt

What did I notice this week about how people responded when they felt safe to speak up?