FIRST THOUGHT TRAINING

PROFESSIONAL - MOTIVATIONAL - DELIVERY

Will deliver the following course as detailed below:

Psychological Safety

Date:	**11th March 2025**
Location:	**Clinical Practice Centre, St James Hospital**
CPD Points:	**6**
Times:	**9am-4pm**
Facilitator:	**Jane Grant**

CPD MEMBER
The CPD Certification Service
Collective Mark

In a Psychologically Safe environment, people feel safe to speak up. They share their concerns, ask questions, and offer ideas without fear of being ignored or belittled. Within a Psychologically Safe environment, people 'Speak Up' and 'Listen Up'… opening up new and honest conversations which give everyone the chance to avoid harmful outcomes and to develop constructive solutions.

Psychological Safety is crucial if people are to do their best work. It can be influenced by anyone within a team, including Managers, Nurses, Doctors, Consultants.

This course provides clarity on what Psychological Safety is, why it is so important, and – crucially – what any individual can do to positively influence the psychological safety in teams they are either leading or working within.

Measurable Aims: At the end of this programme, the delegate can:

➢ Define 'Psychological Safety'
➢ Describe why Psychological Safety is so important in a Healthcare environment
➢ Assess their team's current level of psychological safety
➢ Explain the 3 main steps for creating psychological safety
➢ List 10 actions / behaviours that improve psychological safety in a healthcare team
➢ Create an action plan for improving psychological safety in their own team

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The Programme Includes:

- Understanding Psychological Safety:
  - ✓ What is it?
  - ✓ Why is it so important in a healthcare environment?
  - ✓ Why is it so hard to achieve a psychologically safe work environment?
- Assessment:
  - ✓ Team assessment: Measuring the psychological safety of a team
  - ✓ Self-assessment: How are your own behaviours influencing the team's psychological safety?
  - ✓ Identifying & Prioritising areas for improvement
- Tool Kit on How to create a Psychologically Safe workplace:
  - ✓ Set the Stage
  - ✓ Invite Participation
  - ✓ Respond Productively