Date: _____

Checklist: Building a Culture of Psychological Safety

One of the strongest predictors of clinical excellence is a psychologically safe culture that encourages speaking up.

Creating a Psychologically Safe Culture

To create a psychologically safe culture, have you:

☐ Encouraged team members to support one another?

☐ Implemented pre-procedure briefings?

☐ Implemented start-of-shift huddles?

☐ Implemented debriefs following episodes of care or procedures?

☐ Implemented the use of critical communication tools, e.g. SBAR, CUS?

☐ Created organizational policies to promote speaking up?

☐ Established a listening up culture?

☐ Established methods for resolving conflict, whether informational or interpersonal?

☐ Addressed barriers to effective team performance?

Promoting Speaking Up

To promote speaking up on your team, have you:

☐ Discussed the role and importance of speaking up with your team?

☐ Empowered your team members to speak up?

☐ Specifically included patients and their families (with patient consent) as team members?

☐ Made the expectation for speaking up explicit?

☐ Led by example?

☐ Responded in a supportive, thankful manner when people have spoken up to you in the past?