

Webinar

The Great Reshuffle

Navigating the Return to the Office





Make Sure You
Make it to Video 4
For A

Special Bonus



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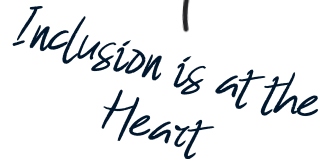
Psychological Safety Increases Trust

SECRET #1

01

How To Create Psychological Safety

Inclusion is at the Heart



- ▶ Teaming - Consider What Personal Bias and Fears Impede Inclusivity.
 - Differences Create Either Conflict or Compassion
- ▶ Trust - Overcommunicate New Safety & Social Policies.
 - Safely Share Their Gap - Reality vs Vision
- ▶ Transition - Provide a Slow Reintegration of Socialization.
 - Allow for Adjustment, Adaptation, and Ambiguity.

Psychological Safety

Bias Impede Inclusion

- ▶ Scarcity Mentality.
- ▶ Compensating for Personal Insecurities.
- ▶ Cultural Focus on Conflict Over Compassion.

*Recognize Bias in
Ourselves and From
Others*





Psychological Safety

Trust is Essential

- ▶ Anxious individuals need information, over communicate how safety is being approached, what new policies are in place and the why behind them.
- ▶ Allow Employees to Share the Gap Between Expectations and Reality of returning.
- ▶ Self-care is Important For All.



Psychological Safety

Allow Employees Time to Adapt

- ▶ Provide a slow reintegration of socialization. Too much too soon will bring anxiety and social exhaustion.
- ▶ They will need time to regain trust before being able to be vulnerable in difficult conversations.

YOUR INSTRUCTOR

Randy Free

- ▶ Executive coach.
- ▶ Creator of the *ZEAL* process for personal improvement.
- ▶ Retired partner - Grant Thornton.

I empower professionals
to unleash their true potential



@CoachToResilience