

From: pasquereauludovic@yahoo.com
Sent: June 20, 2024 6:36 PM
To: 'John Deer'
Subject: Your Psychological Safety Meter Self-Assessment Results and Next Steps

Dear John,

I hope this email finds you well. Thank you for completing the Psychological Safety Meter Self-Assessment. Your responses have provided valuable insights into your team's current state of psychological safety.

Summary of Your Assessment Results

Based on your responses, here are the key findings:

Main Strengths:

1. **Trust and Support:** Your team demonstrates a strong sense of trust and mutual support, particularly during challenging times.
2. **Valued Contributions:** Individual contributions are highly recognized and valued, creating a positive and encouraging work environment.

Main Areas of Development:

1. **Open Communication:** There is a need to improve how mistakes are discussed openly to foster a culture of learning and continuous improvement.
2. **Stress Communication:** Enhancing the way personal and work-related stress is communicated can reduce anxiety and improve overall team well-being.

Recommended Strategies and Tools

To address these areas of development, consider the following strategies:

1. **Regular Feedback Sessions:** Implementing regular feedback sessions can create a safe space for team members to share and receive constructive feedback.
2. **Stress Management Workshops:** Organizing workshops focused on stress management techniques and encouraging open dialogue about stressors can greatly benefit your team's morale and productivity.

Next Steps

I would love to discuss these findings in more detail and work with you to develop a tailored plan to enhance psychological safety within your team. To facilitate this, I invite you to **book a free 30-minute call with me.**

During our call, we can:

- Dive deeper into your assessment results and analysis.
- Explore specific actions to improve psychological safety.
- Develop a customized plan that aligns with your team's unique needs.

[Book Your Free 30-Minute Call](#)

I look forward to helping you create a safer, more inclusive, and productive work environment. Should you have any questions or need further assistance, please feel free to reach out.

Warm regards,

Ludo Pasquereau
Founder, Wiser Sooner Coaching

From: noreply=reciprocoach.com@system.reciprocoach.com <noreply=reciprocoach.com@system.reciprocoach.com>
On Behalf Of Intake Form
Sent: Thursday, June 20, 2024 6:23 PM
To: John Deer <pasquereauludovic@yahoo.com>
Subject: Your coaching intake form

Hi John,

Here is a copy of your answers from the coaching intake form you recently filled in (if you would like to edit any of your answers, you may do so via this link:

<https://reciprocoach.com/forms/dfc1ca0268703beb0d6a7e2c37587f21a44f5200?answers=cd5d9674e6194069395eed379ec43b462664db09>:

Can you describe a situation where you felt your input was particularly valued by your team? What was the outcome?

During a team brainstorming session, my suggestion for a new project approach was acknowledged and implemented. This led to a successful project completion ahead of schedule and boosted team morale.

Share an instance where open communication helped your team overcome a significant challenge. How did it affect the team dynamics?

Our team faced a tight deadline, and open communication allowed us to redistribute tasks effectively, ensuring timely completion and enhancing our teamwork.

How do you believe psychological safety within your team could be improved? Provide specific suggestions.

Psychological safety could be improved by having regular feedback sessions where all team members can voice their concerns and suggestions without fear of criticism.

Describe a time when you felt hesitant to speak up. What were the circumstances, and what do you think could have made you feel safer?

I felt hesitant to speak up during a meeting about a project delay because I was afraid of being blamed. A more supportive and non-judgmental environment would have helped.

In what ways does your team leader contribute to creating a psychologically safe environment? What more could they do?

Our team leader regularly encourages us to share our thoughts and provides constructive feedback. They could further improve by recognizing and celebrating small wins to boost confidence.

Can you recall an occasion when a team member's mistake was addressed constructively? How did this impact the team's approach to errors?

A colleague made a significant error in a client presentation, but instead of criticism, the team leader facilitated a review session to identify what went wrong and how to avoid it in the future. This approach fostered a learning mindset within the team.

Describe a scenario where a lack of psychological safety affected your team's performance. What changes would you suggest to avoid this in the future?

During a critical project, the lack of psychological safety led to withheld information, causing delays. Regular check-ins and a culture of openness could prevent such issues.

How do you perceive the role of diversity and inclusion in fostering psychological safety in your team? Can you provide examples?

Diversity and inclusion have been pivotal in our team's success, allowing for a variety of perspectives. However, more training on unconscious bias could further improve inclusivity.

What strategies or practices have you found effective in building trust within your team? How could these be enhanced?

Building trust has been effective through team-building activities and transparent communication. Enhancing this with peer mentorship programs could further strengthen trust.

Can you share an experience where receiving feedback was particularly helpful for your personal or professional growth? What made this feedback effective?

Constructive feedback from a peer about my presentation skills helped me improve significantly. The feedback was specific, actionable, and delivered in a supportive manner.

Wiser Sooner Coaching

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