



PSYCHOLOGICAL SAFETY

AT WORK

5 RULES



Excellence Communication





INTENTIONAL LISTENING

Talk less.

Listen actively, with the intention to help in mind, and then...listen more.

**RULE
#1**

Keep on listening...

Repeat again, and again, and again.

Explore of interactions at micro cultural level.

RULE # 2

Psychological safety cannot be created through verbal or written commands.

You need to be very close to your teams and aware of how your people feel, what day to day conversations they share, what concerns they have in mind, etc.

Generate and share a cordial environment and often ask your personnel how they are.

Learn where and how you can help them neutralize fears to express themselves more often.





INVEST IN THE CONTINUOUS EDUCATION OF YOUR TEAMS.

Design programs for continuous growth and education. Ask for help if necessary

RULE # 3

Avoid unnecessary long meetings and actively participate in non conventional ones with your staff.

Do not just inform but work on inspiring and engaging your teams.

Key: money left the pedestal for being a great motivator and the main reason to stay at work.



RULE #4

Diversity not always equals inclusion

**Take the time to learn the
difference between diversity
and inclusion.**

**Personalize your
communications: address people
by name, mention key points
from their work and/ or
achievements and show genuine
interest in their personal life,**

**Plan and execute your unique
Culture of diversity and inclusion
that contemplates all profiles
and positions in your company.**

Ask for external help if needed.

RULE # 5

Learn and apply Neuro Leadership

Your competitive advantage.

Know the benefits of adopting and applying NeuroLeadership in order to positively transform your leadership management skills, those of your leaders and teams.

Register your insights, gradual changes and results.

Golden rule: we are all humans - including You - eith a unique personal history. Act accordingly.



Let's connect!



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