REFLECTING ON YOURSELF
PAGE 1

WHO ARE YOU AT WORK?

Think about it. Are you, or do you feel like you're 'playing a character'? Think about your personal values; If you're not sure what they are, or you haven't considered them for a long time.
THIS IS A GREAT PLACE TO START.

Values, or those things we fiercely care about and believe (like respect, family, honesty, integrity etc.) inspire how we behave. How are yours expressed at work? Why is that even important? Well, it's because how you treat others and want to be treated yourself stems from what you value as an individual.

Some behaviours, such as including others, might be something you consider in everything you do, while others might never occur. **Have a think about the last time (and how frequently) you demonstrated the below and how you want to show up at work:**

- **Supporting**
- **Facilitating**
- **Advocating**
- **Empowering**
- **Listening**
- **Learning**

DO YOU DARE TO DISAGREE?

Reflect on a time you wanted to challenge an idea or view put forward by someone in a senior position but didn't. What stopped you from speaking up? What was the result of not having spoken up? Retrospectively, could you have shared your concerns or objections respectfully in that forum?

HOW DO YOU REACT WHEN SOMEONE DISAGREES WITH YOU?

Try to think of an instance where someone has expressed an opposing opinion or challenged your perspective (especially in front of others) – how did you handle it? Instinctively, we don't listen to what they have to say, often interrupting with a defensive stance. Or we sit in stony silence thinking up our next riposte.

Did you really hear them out? Are you open to the possibility that you could benefit from looking at things differently and learning something, or do you just need to be right. If so, why?

Try to imagine what your school or MAT would look and feel like if everyone saw things in exactly the same way and always agreed. Do you think more, or less mistakes would occur? Would people develop and evolve?

WHEN DO YOU ASK FOR HELP?

Analyse a time when you asked for help at work. This can be with anything from workload to personal issues. How successful was your request? Who/how did you ask? What could you have done differently?

Is there a time you didn't ask for help when you probably could have used it? What was stopping you from reaching out? How could someone have helped you with your problem?

REFLECTING ON YOURSELF
PAGE 2

WHAT DOES 'FAILURE' MEAN TO YOU?

Reflect on a recent failure you had at work. What caused you to fail, and what did you learn from the experience?

ARE YOU QUICK TO BLAME SOMEONE ELSE OR CAN YOU TAKE ACCOUNTABILITY?

Facing challenges and stepping out of our comfort zone, even when things don't go entirely to plan, helps us to build self-worth and confidence. Dealing with adversity and reframing what we're capable of shows us that getting things wrong is vital on the journey to getting things right. It can even be enjoyable. Getting comfortable with failure develops resilience and in turn, puts you in a better position to support others when they're struggling.

DO YOU LEAD BY EXAMPLE?

Consider the lessons you've learned from any failures you've had in the past couple of years. These don't have to be big, life-changing lessons—just anything that taught you something valuable.

In the great words of Eleanor Roosevelt, 'Do one thing every day that scares you.'

CAN YOU SPOT WHEN YOUR TEAM MEMBERS ARE STRUGGLING?

Reflect on a time when someone else in your team was struggling. Did you notice, or did they approach you for help? How was that situation resolved, and would you have done something differently in hindsight?

Remember a time when you struggled at work; how did that manifest, and did other people pick up on those signs?

Are you spending any time getting to know and understand the people you work closely with or is it all transactional? Whilst you don't all have to be the best of friends and spend every weekend around the BBQ, it's in your best interests that you form healthy relationships at work, and that starts with paying attention, listening and asking questions.

Would you know how to flag or address a concern around someone's wellbeing? Are you part of a culture where everyone looks after one another?

HOW DO YOU REACT TO FEEDBACK?

Focus on a time that someone gave you feedback in a way that didn't make you feel psychologically safe. How did it make you feel? Did it impact others working with you, too? What would you have done differently, if you had been the one delivering feedback?

Reflect on how giving negative feedback makes you feel. Does it make you uncomfortable? Does understanding that psychological safety can be developed by delivering feedback in a respectful way make you feel more comfortable? How can you reframe delivering feedback, so it's a productive experience for your team and you?

REFLECTING ON YOURSELF
PAGE 3

DO YOU NEED TO HAVE ALL THE ANSWERS?

Think about a time when you didn't know something in the workplace. Did you admit to having a gap in your knowledge? Why? How did your decision impact your psychological safety? Would you make the same choice now?

Consider a time when one of your colleagues has been open about not having an answer. How did their openness make you feel? Did it have an impact on your wider team? How did they go about acquiring the knowledge they needed?

IS THE ONLY TIME YOU REFLECT WHEN IAM GIVES YOU A NUDGE?

Rather than a one-off exercise, you could consider setting reminders to take a breath and a step back. This might be at the end of the year, taking stock of what's gone well, what went rapidly off-road, and why. Take note of what you've learned, what you might approach differently, and where your priorities are when all of this is considered.

Perhaps when there's a quieter time you can pause and review as a team. It's more natural for us to focus on what we've achieved and our successes, but could there be value in hosting a **'failure meeting?'** This isn't an activity where you take turns as punching bags, but an opportunity to deep dive a period of time – mistakes, lessons and how you can pivot and iterate together. It just might stop you from repeating the same mistakes over and over and illuminate a missed or new opportunity.

ARE YOU CULTIVATING TIME TO LEARN, AS AN INDIVIDUAL AND AS A TEAM?

It's only when you've considered all of these questions that you can start to be more psychologically safe in your workplace. Don't wait for us to remind you to be who you are, self-reflection is key to your happiness, and the happiness of your team.

To learn more about creating psychological safety in your workplace, take a look at our **Psychological Safety eLearning Collection** or **sign up for a free trial** with iAM Compliant. You'll have access to this brand-new course collection along with our full training library containing over 250 fun and engaging eLearning courses for all your staff CPD needs.