

Make it Safe to Speak Up!



Team members feel safe to challenge the status quo when there is an opportunity to change or improve.

Team members feel safe to learn, collaborate and engage by asking questions, experimenting and even making mistakes.

Team members feel safe to be themselves, are included, and are accepted for who they are.



ENCOURAGE

Leaders inspire team members to do more than they think. Uses open questions to unlock diverse ideas and invites challenge.

"Okay, that's one side. Does anyone have a different view?"

"Did everything go as smoothly as you would have liked?"

"What assumptions are we making? What are we missing?"

"What ideas for improvement do you have?"

CONSULT

Leaders consult their team members, solicit input and considers the team's views on issues that affect them.

"What are your thoughts about this?"

"How could this work?"

"This is new territory, so I'm going to need everyone's input"

"What are you up against?"

"How might this affect you?"

SUPPORT

Leaders are available and show genuine care for their team - as individuals and team members.

"Things are changing so fast. So, we might make mistakes"

"What support do you need?"

"I really appreciate you bringing this to me. I am sure it wasn't easy"

**ENGAGED,
INNOVATIVE &
HIGH-
PERFORMING
TEAM**