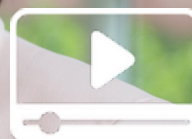


Promoting Psychological Safety

FacDev in 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Anna Bruckner, Professor of Dermatology and Pediatrics.

tinyurl.com/FD5-Psych-Safety

Key Takeaways



Use these strategies to create psychologically safe environments that support learning.

1

Normalize Uncertainty

Acknowledge complexity and uncertainty to encourage learners and reinforce that everyone's input is needed.

2

Invite Participation Through Questions

Use open-ended questions to encourage engagement and shared problem-solving.

3

Respond Productively

Acknowledge concerns and errors with appreciation, focusing on learning rather than blame.

4

Model Vulnerability and Humility

Acknowledge your own uncertainty and mistakes to normalize learning and growth.

5

Create Opportunities for Input

Invite feedback through huddles, debriefs, and check-ins rather than relying on spontaneous participation.



Dive Deeper

Edmondson, A.C. and Bransby, D.P. [Psychological safety comes of age: observed themes in an established literature](#). *Annual Review of Organizational Psychology and Organizational Behavior*. 2023.

Hardie, P. et al. [Key tips to providing a psychologically safe learning environment in the clinical setting](#). *BMC Medical Education*. 2022.

Ravishankar, R.A. [A guide to building psychological safety on your team](#). *Harvard Business Review*. 2022.

