

NOVEMBER 1ST, 2021

BOARD MEETING

HPI Minute

HUMAN PERFORMANCE PRINCIPLES

1. People make errors
2. Errors are predictable and manageable
3. We must seek to learn from errors
4. Employees are the solution
5. Excellence is the presence of defenses

the
fearless
organization

Creating **Psychological Safety** in the
Workplace for Learning,
Innovation, and Growth

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PSYCHOLOGICAL SAFETY

*“THE BELIEF THAT THE WORK ENVIRONMENT IS
SAFE FOR INTERPERSONAL RISK TAKING.”*

PSYCHOLOGICAL SAFETY

“What we demonstrate is what signals to those we work with that it is safe to take emotional risks.”



CHALLENGE =

Prove that it's acceptable
to share concerns, ideas,
questions and mistakes.