8 HABITS OF HIGHLY PSYCHOLOGICALLY SAFE TEAMS

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ACTIVE LISTENING
- Maintain eye contact during conversations
- Give verbal acknowledgments to show understanding
- Avoid interrupting and wait to respond

NORMALIZE MISTAKES
- View mistakes as learning opportunities
- Avoid blame and focus on solutions
- Discuss errors constructively

POSITIVE REINFORCEMENT
- Recognize efforts publicly and promptly
- Highlight good work with specific examples
- Offer genuine praise appropriately

PERSONAL CHECK-INS
- Regularly inquire about team members' well-being
- Show genuine interest in their feelings
- Create a safe space for sharing

FEEDBACK CULTURE
- Provide constructive feedback respectfully
- Regularly ask for feedback, showing openness
- Balance criticism with improvement suggestions

WORK FLEXIBILITY
- Encourage flexible work arrangements
- Respect personal time and boundaries
- Adapt to personal working styles

INCLUSIVE MEETINGS
- Rotate meeting leadership among team members
- Ensure everyone has a chance to speak
- Value all contributions equally

ENCOURAGE AUTHENTICITY
- Share your experiences candidly
- Encourage team members to be themselves
- Value uniqueness and individuality

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