

Celebrate Diversity

#MOCelebratesDiversity



Each month, the Office of Equal Opportunity (OEO) celebrates the diversity of our state's workforce. We look forward to providing content that embraces the differences that make us better together. Check us out [here](#)!

Psychological Safety

By Austin Kerns

Psychological safety at work is the shared belief that one is able to share their thoughts without fear of punishment or shame. A psychologically safe workplace should include feeling safe to be yourself. One should feel safe to bring their whole self to work. Team members should feel comfortable asking for help when they need it. They should feel safe to bring up difficult issues. And, they should feel safe contributing and admitting mistakes. In a safe work environment, teammates value each other. They achieve this through mutual respect, trust, and by showing interest in others.

Psychological safety must be present, to achieve diversity and inclusion (D&I) in the workplace. Past experiences influence our willingness to trust others. This can affect how we contribute to a psychologically safe environment. It is not always easy to reflect on our own behavior, challenge our assumptions, or admit our faults. A psychologically safe environment can embrace mistakes as an opportunity for growth. Achieving and maintaining psychological safety takes consistent effort. Each of us can do our best to model psychological safety while encouraging others to join in our efforts.

Psychological safety training is a great addition to anyone's professional development skills. Below are three MO Learning trainings specific to this topic that takes no more than three minutes.

1. **[The Importance of Psychological Safety](#)**
by Andrea Goulet (4:17 min): For all team members
2. **[Psychological Safety: A Daily Practice](#)**
by Amy Edmondson (2:10 min): For team leaders
3. **[The Importance of Psychological Safety in the Workplace](#)** *in McKinsey & Co. Quarterly:* Important findings on psychological safety, including deep dives on the topic.

OEO's vision is *to create a diverse and inclusive environment for all Missourians*. Engaging in psychological safety brings us one step closer to making this vision a reality.

Want to learn even more? Check out the MO Learning course "[Creating Psychological Safety for Diverse Teams](#)" [here](#).

