

# Psychological Safety in the Workplace

**It's human. It's legal. And it's operational.**

Following her Business Essentials podcast, **Rhonda Andrews** shares a practical, grounded approach to building psychological safety - working alongside leaders to strengthen teams and performance.

## What you might be noticing...



Many workplaces are seeing:

- People who seem to be "coping"... but stretched
- Increasing sick leave or turnover
- Hesitation to raise concerns
- Leaders carrying more issues themselves

These aren't failures - they are signals. And they provide an opportunity to respond early and well.

## Strong teams don't stay silent!

High-performing teams:

- raise concerns early
- share ideas and challenges
- contribute to better decisions

This happens when there is trust and psychological safety - not just policies.

## Why this matters now?

Leaders are increasingly balancing:

- team performance and productivity
- staff wellbeing and retention
- evolving expectations around workplace safety

Psychological safety sits central to this.

## A practical, supportive approach

This is not about adding more pressure or compliance. It's about helping leaders to:

- understand what's happening in their teams
- create space for open conversation
- respond early before issues escalate
- build trust in a structured, practical way

## When teams feel supported to speak up:

- issues are identified earlier
- decisions improve
- performance is stronger and more consistent



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## What this program offers:

- This session is designed to support leaders with:
- Practical ways to identify and respond to early signals
  - Simple frameworks to build trust and open communication
  - Structured approaches to support both people and performance
  - Tools you can use immediately in your own workplace



## Who this is for:

- Business owners
- Leaders and managers
- HR / People & Culture professionals
- Anyone supporting team performance and wellbeing



Psychological safety isn't about lowering standards. It's about creating conditions where people can do their best work.



## Included:

- ✓ Practical toolkit
- ✓ Real-world examples
- ✓ Take-away strategies

## Event Format Options:

Melbourne (**Face-to-Face**)  
15 July 12:00–2:00pm  
Melbourne CBD

Live **Online** (2 x 1-hour sessions)  
2 July | 1:00pm  
9 July | 1:00pm

In-house training can be provided for Businesses who want the legislation and practical advice tailored to their business.

[Register here](#)