



Your Wellness Is Our Business



FOUR DIMENSIONS
Consulting Limited
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Hot Topic

Psychological Safety in the Workplace

Would you feel psychologically safe if you were surrounded by colleagues who only say nice things? Do you sometimes cover up your views because you don't want to upset your colleagues? Consider whether this prevents you or your colleagues from expressing their true thoughts. Have you ever felt anxious about expressing your ideas in the workplace?

Imagine attending or holding a work meeting: Do you feel nervous about speaking your mind, or do you secretly suppose whether others might be looking for opportunities to undermine you? How might you feel or behave in such a meeting? Some might react by being extra friendly to preserve harmony; others might remain silent throughout. These behaviours could indicate an insecure

work environment that lacks psychological safety.

Psychological safety does not mean being friendly to each other or to colleagues. Psychological safety refers to "a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk-taking" (Edmondson, 1999). Psychological safety is the foundation for both high-performing teams and organisations. Psychological safety in the workplace means one is free to express their ideas, openly challenge the status quo, share feedback, and resolve disagreements together. Thus, it is all about collaboration and inclusion without fear. Here are some tips for building psychological safety in the workplace:



Hot Topic

psychological safety is NOT:

It shouldn't stop you from speaking up what you truly think

Being friendly

Permission to slack off

Stay responsible and diligent

Being free from conflict

On the contrary, the presence of interpersonal conflicts can be an indicator of adequate psychological security, because coworkers understand clash of perspectives and differences in opinion are inevitable, yet they won't take it personally

A free pass to whine

Guarantee that your ideas will be praised

We need to stay open-minded to allow our ideas to be challenged and refined

Over-sharing

Learn to listen

Think of constructive criticisms

We can promote psychological safety through the following actions:

Make it easy for everyone to speak freely

As a team, we facilitate to work collaboratively so that everyone can speak their mind without fear. Expressing your ideas will not lead to punishment.

Establish norms for how failure is handled

It's normal to make mistakes. We all learn and grow from trials and errors.

Create safe space for new ideas(even wild ones)

Ask questions to encourage reflection (don't ban it at first sight).

Don't avoid conflict; handle it effectively

Differing opinions are common, but we can address them in a respectful way.
Explore what causes ineffective communication.

Consciously strive to facilitate dialogues

Give feedback in a supportive and clear manner.
Gladly receive and respond to feedback.
Create space for raising concerns.

Celebrate successes

Express gratitude and appreciation.



When an individual has a higher level of psychological safety, it reduces anxiety and fear and contribute to improved learning ability and commitment to high work standards.

The Busy Bee's Meeting

In a bustling bee kingdom, the bees worked tirelessly every day. Amongst them was Barry, a diligent bee with a secret worry. He often observed their nectar-gathering strategy, convinced there were better ways. Yet, a knot of fear tightened in his little stomach whenever he thought of speaking up. What if he accidentally revealed a past mistake of his own? What if his carefully considered ideas were dismissed, leaving him open to criticism? As a result, Barry kept his insights tucked away and never dared to voice his ideas.

One day, the wise Queen Bee called for a grand meeting and encouraged everyone to share their thoughts. She said, "Every idea can make our hive stronger! Please speak your minds freely!" Barry, though nervous, bravely expressed his views on the nectar-gathering routes. His words seemed to have opened a flood-gate, leading others to follow suit to share their experiences and mistakes from which everybody could learn from. Through lively discussion, a sense of shared purpose blossomed. Eventually, they found a more efficient nectar collection route.

The Queen Bee's open attitude, coupled with Barry's brave first step, transformed the entire hive. Nectar flowed in abundance, and the hive's prosperity soared. This little story reminds us of a powerful truth: when we feel safe to speak freely, when we know our voices are valued without fear of judgment, communication flourishes. This approach allows mistakes to be swiftly brought to light and corrected, and let innovative ideas take flight, ultimately enriching the entire community.





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Company Information

Four Dimensions Consulting Limited (FDC) is a private limited company set up by Hong Kong Christian Service (HKCS) in 2005. Employee Development Service (EDS) of HKCS is the first EAP provider in Hong Kong since 1991. We offer total solutions to assist employees with work/life issues, develop strengths/potentials, increase work engagement and positivity at work, which ultimately enhance organizational excellence and sustainability.



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