**Creating Psychological Safety: Strategies for Practitioners**

Psychological safety fosters open communication, trust, and collaboration, enabling practitioners to effectively support their teams and service users. This checklist provides actionable strategies to build a safe and supportive environment in daily practice.

**1. Building Trust and Respect**

* **Establish Clear Expectations:**
  + Communicate the purpose and goals of interactions clearly.
  + Set boundaries and ensure mutual understanding.
* **Show Consistency:**
  + Be reliable and follow through on commitments.
  + Demonstrate fairness and dependability in your actions.
* **Model Respectful Behaviour:**
  + Listen actively without interrupting or judging.
  + Validate the feelings and concerns of others.

**2. Encouraging Open Communication**

* **Create a Safe Space:**
  + Begin meetings or sessions with a check-in to understand emotions.
  + Use non-judgmental and inclusive language.
* **Ask Open-Ended Questions:**
  + Facilitate discussions by encouraging sharing of thoughts (e.g., "What support do you feel would be most helpful right now?").
* **Acknowledge Vulnerability:**
  + Share your own learning experiences to normalise discussions about mistakes or challenges.

**3. Providing Constructive Feedback**

* **Balance Feedback:**
  + Start by recognising strengths and positive contributions.
  + Frame feedback around behaviours rather than personal traits.
* **Focus on Solutions:**
  + Collaboratively develop action plans to address areas for growth.
  + Emphasise opportunities for skill-building and improvement.

**4. Promoting Inclusion and Equity**

* **Ensure Equal Participation:**
  + Encourage all voices to be heard in discussions or team activities.
  + Actively counter any tendencies towards exclusion or bias.
* **Recognise Individual Needs:**
  + Adapt your approach to accommodate diverse preferences and needs.
  + Be culturally sensitive and aware of potential barriers to inclusion.

**5. Supporting Well-Being**

* **Monitor Emotional Health:**
  + Check in regularly with colleagues or team members about their stress levels.
  + Be attentive to signs of burnout or secondary trauma.
* **Encourage Self-Care:**
  + Share strategies for maintaining balance and well-being.
  + Provide information about resources for mental health support.

**6. Encouraging Reflective Practice**

* **Facilitate Reflection:**
  + Ask thoughtful questions to encourage critical thinking about work experiences (e.g., "What went well, and what could be improved?").
* **Celebrate Growth:**
  + Recognise and applaud progress, both personal and professional.
* **Foster Problem-Solving:**
  + Guide discussions towards identifying solutions rather than focusing solely on challenges.

**7. Maintaining Follow-Up**

* **Document Key Takeaways:**
  + Summarise key points and action items from discussions.
  + Share summaries to ensure alignment and accountability.
* **Monitor Progress:**
  + Regularly revisit agreed-upon actions and provide support as needed.