**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.