

CREATING SAFE SPACES ONLINE:

6 PRACTISES TO BUILD PSYCHOLOGICAL SAFETY

CO-DESIGNED WITH THE LEADING TO CHANGE COMMUNITY

1. Create an environment for authenticity!



A safe space empowers people to express more of their authentic self! We can create this by being **honest and aware** of our own learning needs and **demonstrating a level of vulnerability** to motivates others.

Focus on creating an environment where perfection isn't the goal. A work environment that **encourages learning** and reinforces that it's okay not to know everything, all the time, creates space for authenticity.

3. Your presence is a present!

Make it your goal to be **fully present** with your colleagues. Avoid 'listening to respond' and aim to **'listen to understand'** the different perspectives of your colleagues.

As a technique, try listening to a colleague for **just 2 extra minutes** to provide space to:

Identify the first step of a solution

- Simply create space for peer to peer support

5. Remember to 'HALT'

Self awareness is key when managing our own wellbeing and to avoid reactive responses during stressful times.

The **HALT model** reminds us to arrange a suitable time to have challenging conversations when we are not: **Hungry, Angry, Lonely or Tired.**

Where possible, prioritise time to process a conversation before entering into the next one. Try to write down **one key reflection or action** from a conversation before joining your next call.

2. Build relationships proactively

Informal conversations hold great value. Where possible, prioritise the time for short catch ups with your colleagues, limiting conversations about work during this time. **Just 15 minutes** can help foster stronger relationships, both on and offline.

By learning more about our colleagues we can start to see our team members beyond their job titles, and value their uniqueness. Grab a coffee and start a conversation!

4. Build a culture of empowerment & praise

Have open, honest and trusting discussions about what empowerment means and what your team members want and need to feel empowered.

Ask questions like **"What have we done well today?"** to offer space for positive reflection.

There is also power in saying **"You've done well"** & **"Thank you"**. Showing appreciation in small ways can quickly become a daily habit and these simple words go a long way!

6. Use the 6 C's to create space for others

Create open cultures to be more mindful of your colleague's needs. Recognising how we can better work together can help turn challenges into positive conversations. Encourage each other to be more vulnerable by reflecting on the 6 C's:

Encourage **Collaboration**

Remain **Curious**

Connect emotionally

Consider other perspectives

Celebrate achievements

Compromise with others

