

Psychological Safety Survey

Psychological safety involves fostering an environment where individuals feel safe to take interpersonal risks, express their ideas, and contribute to discussions without fear of judgment, ridicule, or exclusion.

The survey is designed to take approximately **two minutes** to complete. Please select a single response for each multiple-choice question. The feedback questions are optional but are an opportunity for you to share your valuable insights and we would love to hear from you.

Outcome: Your feedback is essential in helping us create a safer, more inclusive, and supportive workplace. The information gathered from this survey will be used to identify areas for improvement, guide future training and policies, and strengthen our Workplace Violence and Harassment Prevention initiatives. Your responses will remain anonymous and confidential, and we appreciate your honest input.

1. Do you feel comfortable sharing your ideas or opinions in team meetings?
 - ☐ Very comfortable
 - ☐ Somewhat comfortable
 - ☐ Neutral
 - ☐ Somewhat uncomfortable
 - ☐ Very uncomfortable
2. Do you feel that your voice is heard and valued by others when you speak up?
 - ☐ Always
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
3. How comfortable do you feel admitting to mistakes in the workplace?
 - ☐ Very comfortable
 - ☐ Somewhat comfortable
 - ☐ Neutral
 - ☐ Somewhat uncomfortable
 - ☐ Very uncomfortable

4. Have you ever hesitated to share your ideas and/or opinions at work? If so, what influenced your decision?
- ☐ Yes
 - ☐ No
 - ☐ Maybe
 - ☐ If yes/maybe, _____
5. How would you rate the organization's support for mental health and emotional well-being?
- ☐ Excellent
 - ☐ Good
 - ☐ Adequate
 - ☐ Needs Improvement
 - ☐ Poor
 - ☐ I don't know
6. What, if anything, would help you feel more comfortable expressing yourself at work?
7. Are there any specific challenges or barriers you face in feeling psychologically safe at work?
8. What can the organization do to improve psychological safety and create a more inclusive and supportive environment?
9. Can you share any experience where you felt particularly supported or empowered at work?