Psychological Safety in the online classroom

George Hanshaw, Psy.D.
Have you heard of the four stages of psychological safety?
Developing a common language
Psychological Safety is creating...an environment of rewarded vulnerability.

-Timothy R. Clark

The sign of leadership.

-Kimberly Smarr
Psychological Safety in the Online Classroom

- Is an environment built by the leader.
- Raises the performance level of all students.
- Gives students more opportunities to use the content in unique and innovative ways.
Psychological Safety is Not

- Being nice
- Lowering Expectations
- Trust
How do we consistently create psychological safety within our classrooms?

Design & Behavior
The 4 Stages are...

01 Inclusion Safety
02 Learner Safety
03 Contributor Safety
04 Challenger Safety
Inclusion safety satisfies the basic human need to connect and belong. Whether at work, school, home, or in other social settings, everyone wants to be accepted. In fact, the need to be accepted precedes the need to be heard. - Leader Factor
Learner Safety satisfies the basic human need to learn and grow. It allows us to feel safe as we engage in all aspects of the learning process—asking questions, giving and receiving feedback, experimenting, and even making mistakes, not if but when we make them. - Leader Factor
Contributor Safety

Contributor safety satisfies the basic human need to contribute and make a difference. The more we contribute, the more confidence and competence we develop. When we create contributor safety for others, we empower them with autonomy, guidance, and encouragement in exchange for effort and results. -Leader Factor
Challenger safety satisfies the basic human need to make things better. It’s the support and confidence we need to ask questions such as, “Why do we do it this way?” “What if we tried this?” or “May I suggest a better way?” It allows us to feel safe to challenge the status quo without retaliation or the risk of damaging our personal standing or reputation. As the highest level of psychological safety, it matches the increased vulnerability and personal risk associated with challenging the status quo. When we create challenger safety, we give air cover in exchange for candor. -Leader Factor
Your guide to the high performing classroom.

Create an environment of psychological safety.

Set high standards and inspire.

Lead the team.
Resources

