

HRD Learning & Performance Conversation Guide for LEAD 2 Participant–Manager 1:1 Discussion

Purpose of This Conversation

To reflect on key insights from the session, explore how they apply to current leadership situations, and identify how the manager can support the ongoing practice of behaviors that foster psychological safety.

Session #3: The Brain-based Case for Psychological Safety

As you reflect, consider not just whether you believe psychological safety is important—but how your everyday leadership behaviors shape your team's experience of it.

Key Takeaways from the Session

- Psychological safety is built through consistent, everyday leadership behaviors—not good intentions alone.
- Employees are more likely to contribute ideas, raise concerns, and admit mistakes when they believe it is safe to do so.
- Small leadership behaviors can unintentionally strengthen—or weaken—psychological safety.
- Leaders can intentionally foster psychological safety by demonstrating six key leadership habits:
 - Lead with questions.
 - Normalize fallibility.
 - Approach conflict as a collaborator.
 - Build community and foster confidence.
 - Ask for feedback often.
 - Set clear expectations and boundaries.

Participant Reflection Prompts

- What was your biggest insight or "aha" moment from this workshop?
- Which of the six leadership habits feels most natural to you? Which one do you think would have the greatest positive impact on your team if you practiced it more intentionally?
- Think about a recent leadership interaction. Looking back, where might psychological safety have influenced what someone chose to say—or not say?
- What's one leadership behavior you've committed to practicing more intentionally over the next few weeks? What does success look like?

Manager Reflection & Support Prompts

- Where do you already see this leader creating an environment where people feel comfortable speaking honestly?
- In what situations might team members still hesitate to speak up with concerns, questions, or differing opinions?
- Which of the six leadership habits do you think would have the greatest impact for this leader right now? Why?

- How can you help create opportunities for this leader to practice that behavior over the next few weeks?
- What would meaningful progress in creating psychological safety look like for this leader and their team?

Conversation Guidelines

- **Timing:** Hold this conversation after the session and before the next one
- **Goal:** Reflection, application, and support—not performance evaluation
- **Mindset:** Approach the discussion as partners in learning, focused on growth and progress