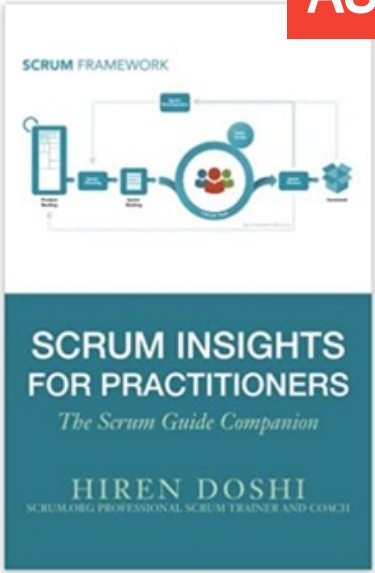




Psychological Safety in an Organization

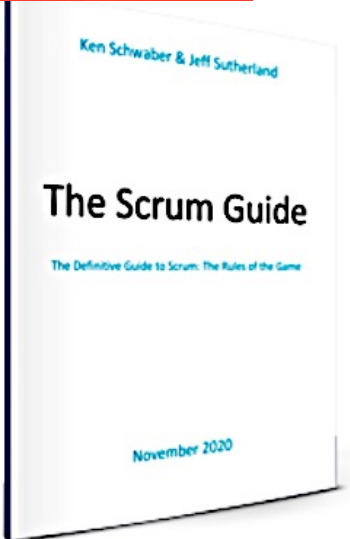
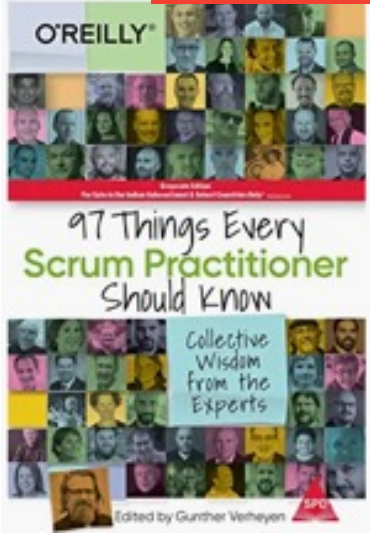
Hiren Doshi - Scrum.org PST

AUTHOR

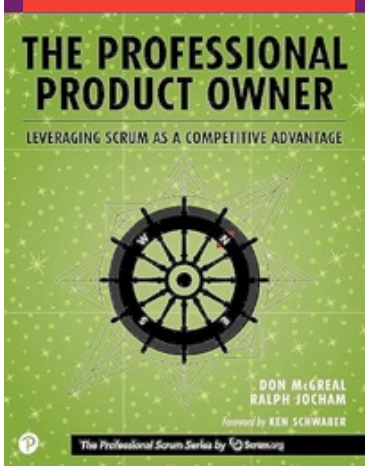


Udemy: Scrum Foundations

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Disclaimer



DISCLAIMER

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- I don't have a degree in Psychology
- All opinions expressed are mine alone and I have no intention of hurting anyone's sentiments

Story 1 – The School



Fear is very real in organizations – some real experiences...



- Layoffs – Dot-com & Housing
- Grown-up in tears
- Aggressive management style
- Gamed data to keep leaders happy
- Meetings without any outcomes
- Favoritism & Politics
- Individuals put on PIP & fired
- Managers vacation is cheered more by their people

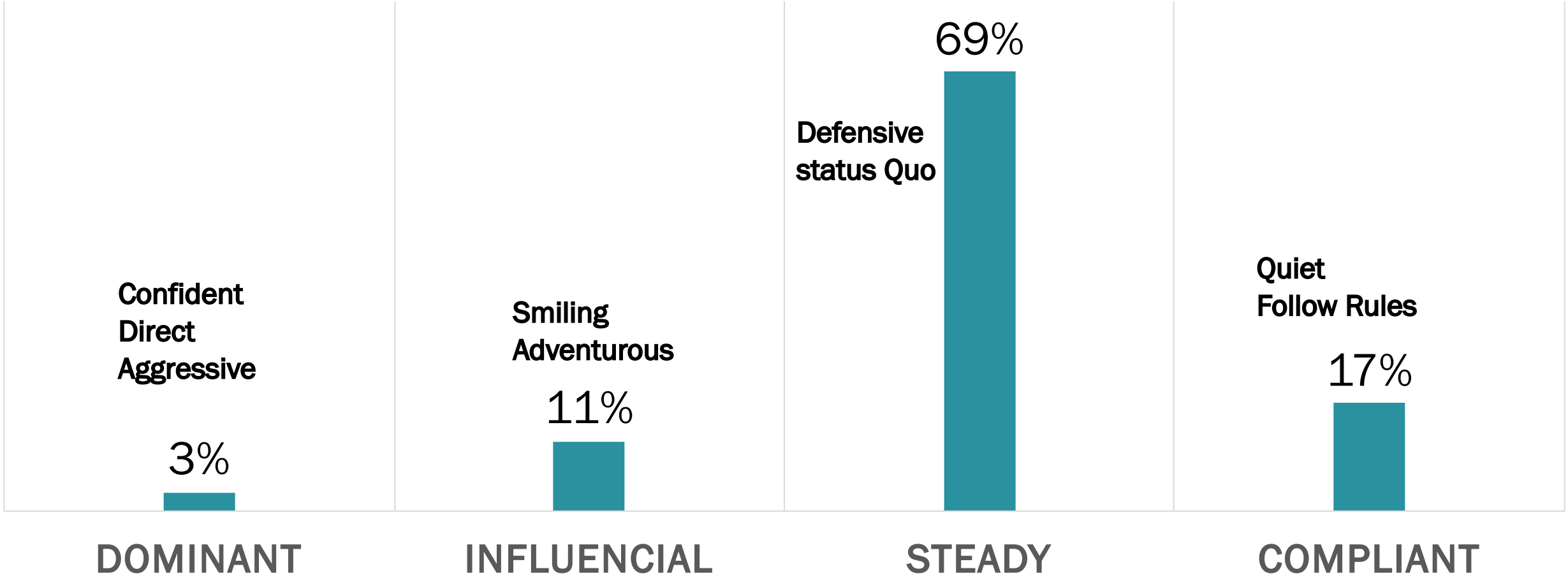
My learning's from Story 1



- Our environment shapes our behavior
- The onus is on leaders to create a sense of belonging which leads to Psychological Safety
- And don't hit or hurt anyone for any reason!

People are predictably different

WORLD'S POPULATION MAKEUP



Story 2 – The Meeting



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My learning's from Story 2

- Vulnerability is a strength and not weakness
- I learnt the difference between a manager and a true leader
- Humans by nature are inherently good, kind, and helpful.
- I belonged here, I had total Psychological safety



My interactions with Ken Schwaber...



Image: © Boston Business Journal | W. Marc Bernsau

Story 3 – The self-enquiry



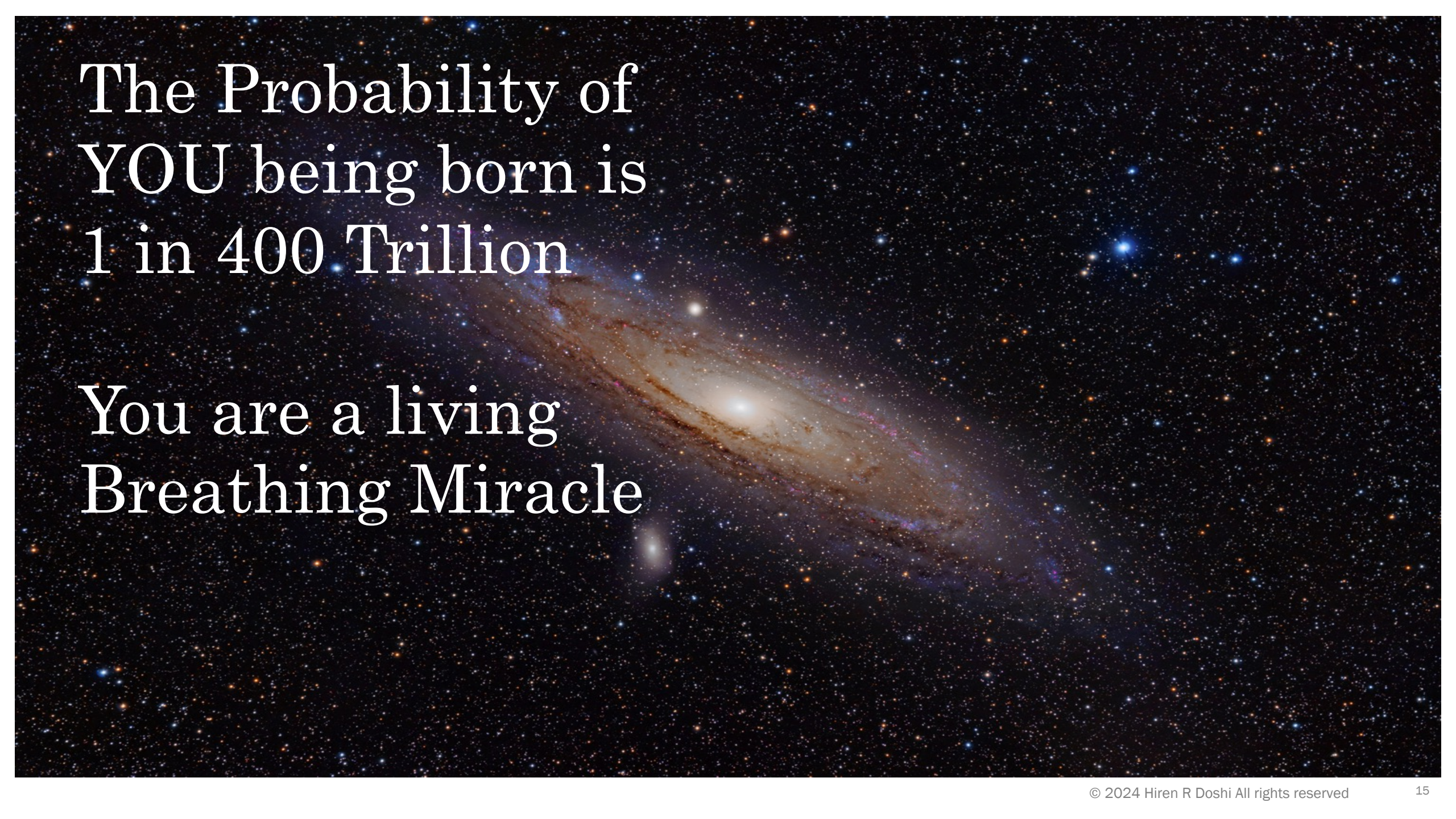
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My learning's from Story 3

- Make time for self-introspection at regular intervals
- Remember, you can only give what you have
- Surrender your EGO and let the invisible forces take over to create the MAGIC that will always be best for you.



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The Probability of
YOU being born is
1 in 400 Trillion

You are a living
Breathing Miracle

Summary - Recap

STORY 1

- Our environment shapes our behavior
- Leaders play an instrumental role in creating Psychological safety

STORY 2

- Vulnerability is a strength
- Humans by nature are inherently good, kind, and helpful.

STORY 3

- Take time for self-introspection
- You can only give what you have.
- Surrender your EGO and let your MAGIC happen!

Thank You

SANJAY SAINI, PST

TEAM AGILEWOW

SCRUM.ORG



A hand on the left holds a yellow pencil pointing to the letter 'Q'. On the right, another hand is visible, holding the edge of the blackboard. The text 'Q&A' is written in white on the blackboard.

Q&A