

Psychological Safety

Definition: Psychological [safety](#) is the shared belief that team members can express ideas, concerns, and mistakes without fear of negative consequences such as humiliation, punishment, or exclusion.

Key Features

- **Freedom to speak up:** Individuals feel safe to raise issues or challenge norms.
- **Mistakes as learning:** [Errors](#) are growth opportunities, not blame.
- **Mutual respect:** Contributions are welcome from all levels.
- **Inclusive communication:** Hierarchy does not silence participation.

Importance in Healthcare

- Enhances patient safety through early detection of problems.
- Encourages interdisciplinary collaboration.
- Lowers risk of burnout and turnover.
- Promotes a learning-oriented environment.

Example

A resident questions a routine practice during a team meeting. Instead of being dismissed, their concern is discussed seriously. This builds trust and improves decision-making.

Related Concepts

- [communication_culture](#)
- [feedback_culture](#)
- [leadership_style](#)
- [team_dynamics](#)

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