



The Four Stages of Psychological Safety



Understanding Psychological Safety

- Inclusion is strengthened when placed in a structured safety framework.
- Psychological safety impacts teamwork, learning, and innovation.
- The 4 Stages model helps organizations assess and improve inclusion.

The Four Stages of Psychological Safety

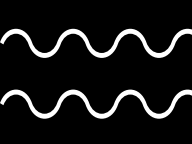
1. Inclusion Safety – The foundation of belonging.

2. Learner Safety – Encourages risk-taking and growth.

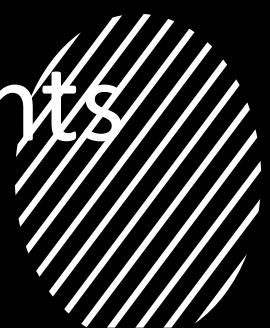
3. Contributor Safety – Supports active participation.

4. Challenger Safety – Enables constructive disagreement.





Safe vs Fear-Based Environments



01

- A safe environment fosters respect and open dialogue.

02

- A fear-based environment leads to silence, exclusion, and disengagement.

03

- Leaders should focus on increasing trust and respect while granting autonomy.

Key Takeaways

- • Respect + Permission = Inclusion and Psychological Safety.
- • Psychological safety is essential for motivation and performance.
- • Apply the four-stage model to foster an inclusive culture.





Thank You!

Based on the work of Timothy R.
Clark (2020)