

## Building High Trust Teams

The Foundations of Psychological Safety in Leadership & Teams

### Why Psychological Safety Matters

High-performing teams aren't built on skills alone—they thrive on **trust, openness, and psychological safety**. Without it, people hesitate to share ideas, ask for help, or challenge the status quo, limiting both innovation and problem-solving.

**Building High-Trust Teams** equips leaders with the practical language, behaviours, and actions to create an environment where **people feel safe to contribute, learn, and take risks—without fear of embarrassment or retaliation**.

This program is built on **Timothy R. Clark's Four Stages of Psychological Safety**, providing leaders with an actionable framework to foster a culture of trust, adaptability, and accountability.

### The Business Case for Adaptive Communication

- **Stronger Collaboration & Innovation:** Teams perform better when they feel safe to contribute ideas and challenge assumptions.
- **Higher Engagement & Retention:** Employees stay longer and contribute more when they feel valued and heard.
- **Better Decision-Making & Problem-Solving:** Psychological safety allows teams to voice concerns early, preventing costly mistakes.
- **Managing Psychosocial Stressors:** Leaders who embed psychological safety into their teams help mitigate workplace risks and improve well-being.

### What the Training Covers

- ✓ **Understanding Psychological Safety** – Breaking down the Four Stages: Inclusion, Learner, Contributor, and Challenger Safety.
- ✓ **Building a Trust-Driven Culture** – Creating an environment where employees feel valued, heard, and supported.

- ✓ **Navigating Difficult Conversations** – Encouraging open dialogue, constructive feedback, and transparency.
- ✓ **Addressing Psychosocial Risks** – Recognising and managing workplace factors that undermine trust and team cohesion.

**This is a foundational training session available as a half-day or full-day workshop, delivered face-to-face.**

## Why Choose Well-Led Workplaces for Psychological Safety Training?

Well-Led Workplaces, we **don't just talk about psychological safety—we help leaders apply it in real-time.**


- **Practical & Action-Oriented:** This program goes beyond theory, providing leaders with concrete steps to implement immediately.
- **Tailored to Your Workplace:** Aligned with your industry and organizational culture.
- **Led by Experts:** Facilitated by experienced leadership coaches specializing in trust-building and psychosocial safety.
- **Compliance & Leadership Readiness:** Prepares organizations to meet emerging workplace psychological safety standards.

## Take the Next Step

Equip your leaders with the skills to build a psychologically safe, high-trust workplace—where people and results thrive.

 **Email:** [support@well-ledworkplaces.com.au](mailto:support@well-ledworkplaces.com.au)

 **Website:** [www.well-ledworkplaces.com.au](http://www.well-ledworkplaces.com.au)

 **Phone:** 0413 399 793