

# HR Monthly Newsletter

August 2025

## What is Psychological Safety and Why it Matters.

Have you ever stayed silent in a meeting out of fear your idea might be dismissed? That's a sign of low psychological safety. Psychological safety means feeling safe to speak up, ask questions, and make mistakes - without fear of judgement. It's the foundation of a healthy workplace, where employees feel safe to speak up, take risks, and be themselves. Why teams with high psychological safety excel:

### Increased Learning and Innovation:

- Team members feel safe to ask questions, admit mistakes, and suggest new ideas.
- Innovation thrives when people aren't afraid of failing in front of others.

### Better Communication:

- Individuals are more likely to speak up, raise concerns, or offer feedback.
- Misunderstandings or problems are addressed early, reducing errors and improving collaboration.

### Stronger Collaboration:

- When people trust they won't be dismissed, they listen better, support one another, and share information freely.

### Higher Performance:

- Psychological safety is a stronger predictor of team success than individual talent alone.
- High psychological safety is linked to stronger team performance as seen in Google's Project Aristotle.

### Mental Well-Being and Engagement:

- Team members experience less anxiety and stress, leading to higher job satisfaction and employee retention.

### Faster Conflict Resolution:

- Team members feel comfortable engaging in honest, respectful disagreements, which leads to better problem-solving and stronger relationships over time.

## HR Tip of the month

**Make one-on-ones count!** Regular one-on-one meetings are a powerful tool - not just for managing work, but for building trust, and supporting your team's well-being.

**Go beyond the to-do list:** use one-on-ones to discuss well-being, career goals, and any roadblocks-not just tasks or deadlines.

**Ask meaningful questions:** try open-ended prompts like *"what's been challenging for you lately?"* or *"How can I better support you?"*.

**Create a safe space:** show empathy, listen actively, and avoid judgement - this builds trust and encourages honest communication.

**Follow up consistently:** address concerns raised in previous meetings to show you're listening and committed to support.

**Set clear next steps:** end each meeting with actionable items or goals to keep momentum and accountability.

## Curiosity Questions

**Asking thoughtful, open-ended questions during one-on-ones helps create deeper connections, and uncovers insights that can improve both individual and team success.**

Here are some thoughtful questions to try asking during your next one-on-one meeting:

- What's something you're proud of that we might not know about?
- What's been the biggest challenge for you lately?
- Is there anything getting in the way of your success right now?
- What part of your work energized you the most?
- Are there any skills or areas you want to develop?
- How do you feel about the team's communication and collaboration?
- What can I do differently to better support you?

Need HR help? Please reach out! [info@spraggsadvisorygroup.com](mailto:info@spraggsadvisorygroup.com)