

# Psychological Safety Diogelwch Seicolegol

Equalities @ CampusLife

Cydraddoldebau @ BywydCampus



## Aim/Nod:

To understand the importance psychological safety for inclusive environments.  
Deall pwysigrwydd diogelwch seicolegol ar gyfer amgylcheddau cynhwysol.

### Content

- 1. Define 'Psychological Safety' and its benefits.
- 2. Share examples of feeling in psychological safety vs psychological danger.
- 3. Identify a psychological safe group.
- 4. Strategize how to drive psychological safety within your groups.

**By the end of the session participants will be able to:**

- Identify a psychologically safe environment and implement actions that drive psychological safety within their social or working groups.

### Cynnwys

1. Diffinio 'Diogelwch Seicolegol' a'i fanteision.
2. Rhannu enghreifftiau o deimlad mewn diogelwch seicolegol vs perygl seicolegol.
3. Adnabod grŵp diogel seicolegol.
4. Strategaethu sut i yrru diogelwch seicolegol o fewn eich grwpiau.

**Erbyn diwedd y sesiwn, bydd cyfranogwyr yn gallu:**

Adnabod amgylchedd sy'n ddiogel yn seicolegol a gweithredu camau gweithredu sy'n gyrru diogelwch seicolegol o fewn eu gweithgorau cymdeithasol neu weithgorau.



# What is Psychological Safety? Beth yw diogelwch seicolegol?

A group environment where all members feel that they can safely:

Amgylchedd grŵp lle mae pob aelod yn teimlo y gallant:



Share ideas freely

Rhannu syniadau yn  
rhydd



Speak up candidly

Siarad yn ddidwyll



Raise concerns

Codi pryderon



Make mistakes

Gwneud  
camgymeriadau

# What is Psychological Safety not?

## Beth mae diogelwch iechyd ddim yn ei olygu?

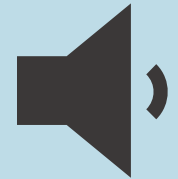
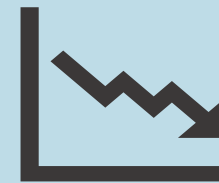
Being agreeable

Constantly nice

Trust

Lowering standards

Personality Factors



Bod yn gytûn

Yn gyson yn braf

Ymddiried

Gostwng safonau

Ffactorau  
Personoliaeth



# What are the benefits of Psychological Safety? Beth yw manteision diogelwch seicolegol?

To individuals

I unigolion

To organisations

I sefydliadau



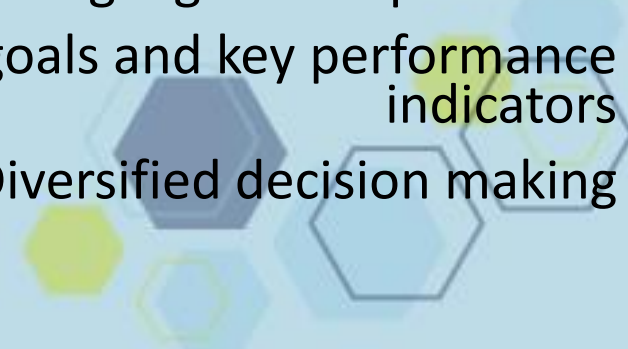
## To individuals

- Feeling of belonging
- Valued and accepted by the group
- Be creative
- Utilise and build on talents
- Asks for help
- Improved wellbeing
- Confidence to advance career
- Supported by whole group
- Speak up about experiences of exclusion
- Receive and give effective feedback
- Acknowledge biases and work to remove them
- Speak from the heart
- Learn from mistakes



## To organisations

- Improved conflict resolution
  - Reduced sickness
- Improved retention of talent
  - Increased recruitment
  - Operational excellence
- Embraces culture of respectful debate
  - Increase accountability
- Dismantles perceptions of hierarchy
  - Highlights competencies
- Clear goals and key performance indicators
- Diversified decision making



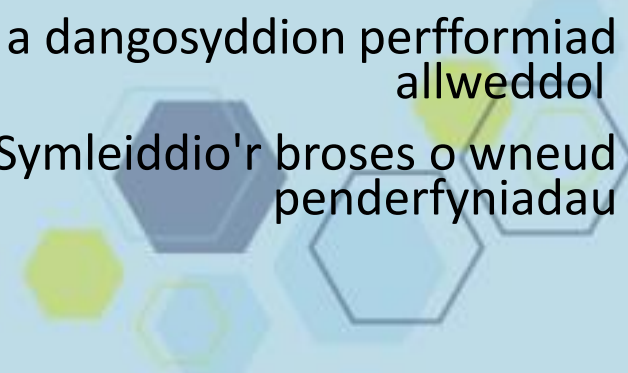
## I unigolion

- Teimlad o berthyn
- Gwerthfawrogi a derbyn gan y grŵp
- Byddwch yn greadigol
- Defnyddio ac adeiladu ar ddoniau
- Gofyn am help
- Gwella lles
- Hyder i ddatblygu gyrfa
- Cefnogaeth gan y grŵp cyfan
- Siaradwch am brofiadau o eithrio
- Derbyn a rhoi adborth effeithiol
- Cydnabod rhagfarnau a gweithio i'w dileu
- Siarad o'r galon
- Dysgu o gamgymeriadau



## I sefydliadau

- Gwell datrys gwrthdaro
  - Llai o salwch
  - Gwell cadw talent
  - Mwy o recriwtio
- Rhagoriaeth weithredol
- Cofleidio diwylliant o ddadl barchus
  - Cynyddu atebolrwydd
- Datgymalu canfyddiadau o hierarchaeth
  - Uchafbwyntio cymwyseddu
- Nodau clir a dangosyddion perfformiad allweddol
- Symleiddio'r broses o wneud penderfyniadau



# What happens if psychological safety is absent?

Beth sy'n digwydd os nad oes unrhyw ddiogelwch seicolegol?

To individuals

I unigolion

To organisations

I sefydliadau







## To individuals

- Improved conflict resolution
  - Reduced sickness
- Improved retention of talent
  - Increased recruitment
  - Operational excellence
- Embraces culture of respectful debate
  - Increase accountability
- Dismantles perceptions of hierarchy
  - Highlights competencies
- Clear goals and key performance indicators
  - Diversified decision making



## To organisations

- Cover up mistakes
- Legal repercussions
  - Limit capabilities
- Uninformed about our people
  - Lack cultural awareness
- Do things the way they've always been done
  - Increased sickness
  - Decreased retention
- Reduced recruitment of excellence
  - Increased costs
- Create a culture of fitting in



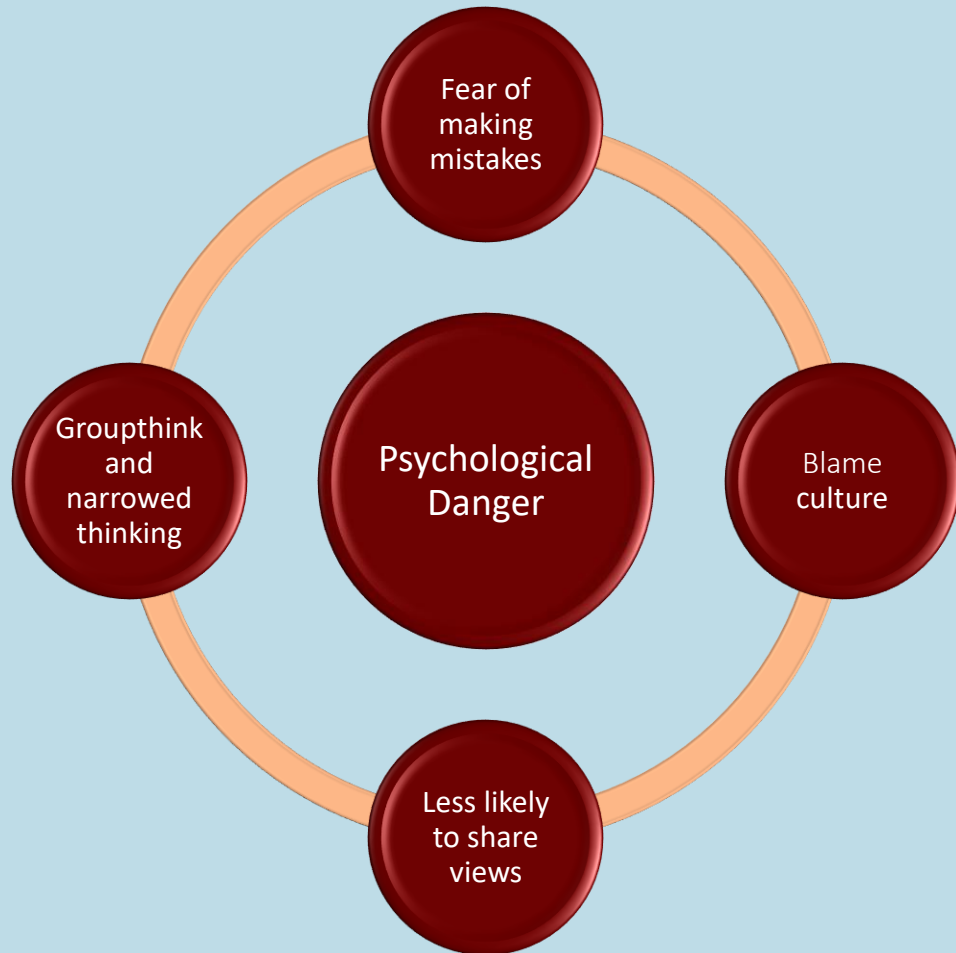
## I unigolion

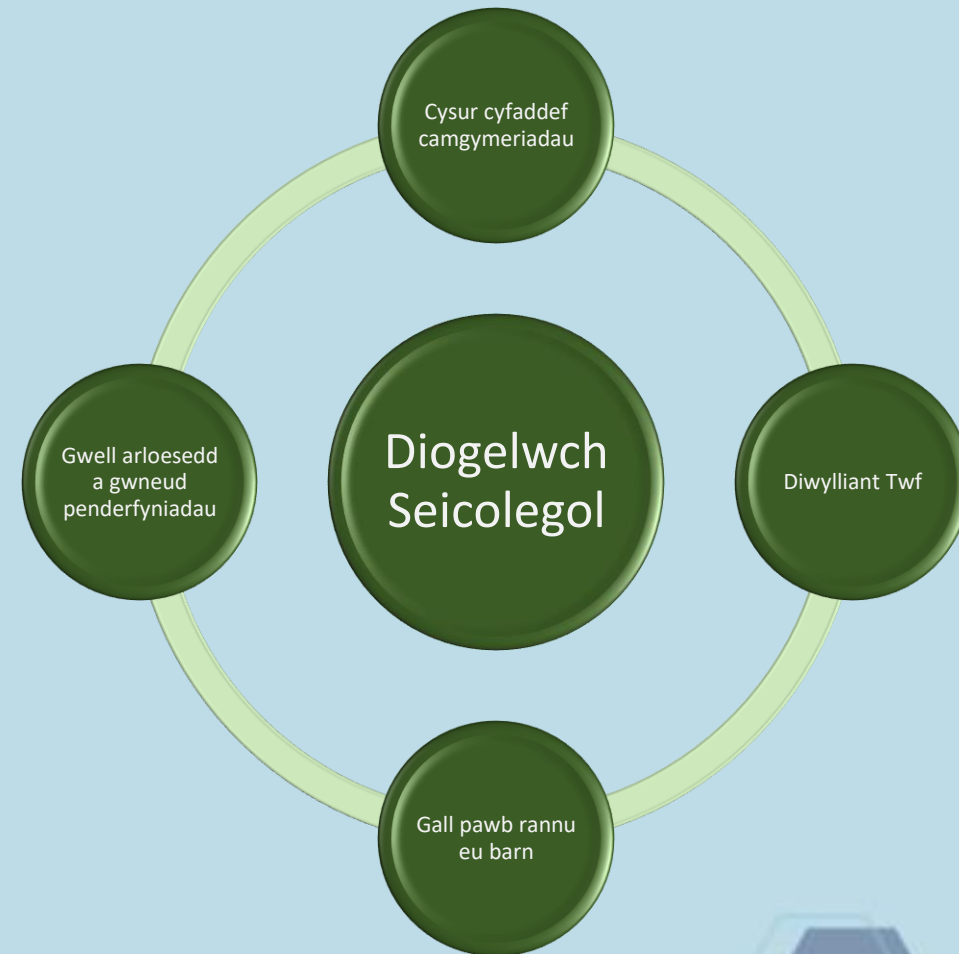
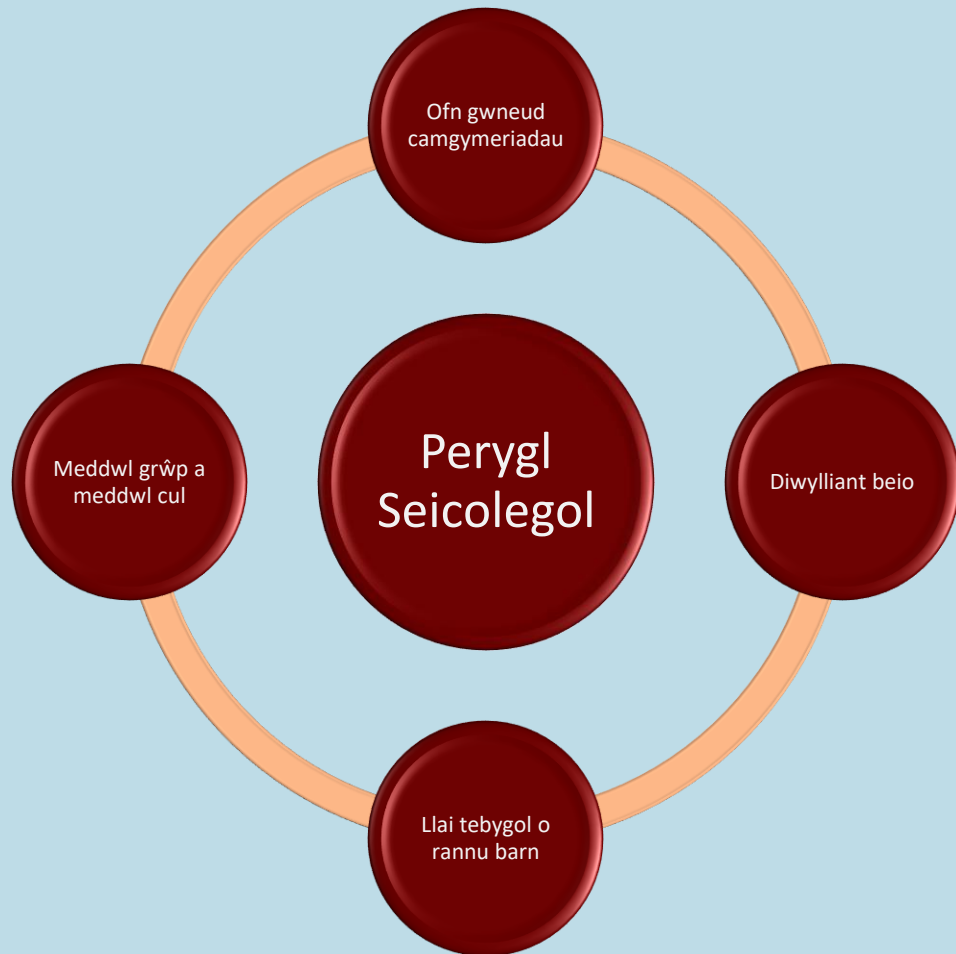
- Osgoi tynnu sylw at gamgymeriadau
- Ofni bod yn agored ac yn agored
- Cyfyngu ar ddysgu
- Diffyg arloesedd
- Risg niweidiol
- Ofni gwneud camgymeriadau
- Modd goroesi
- **Optio allan o sgysiau dewr**

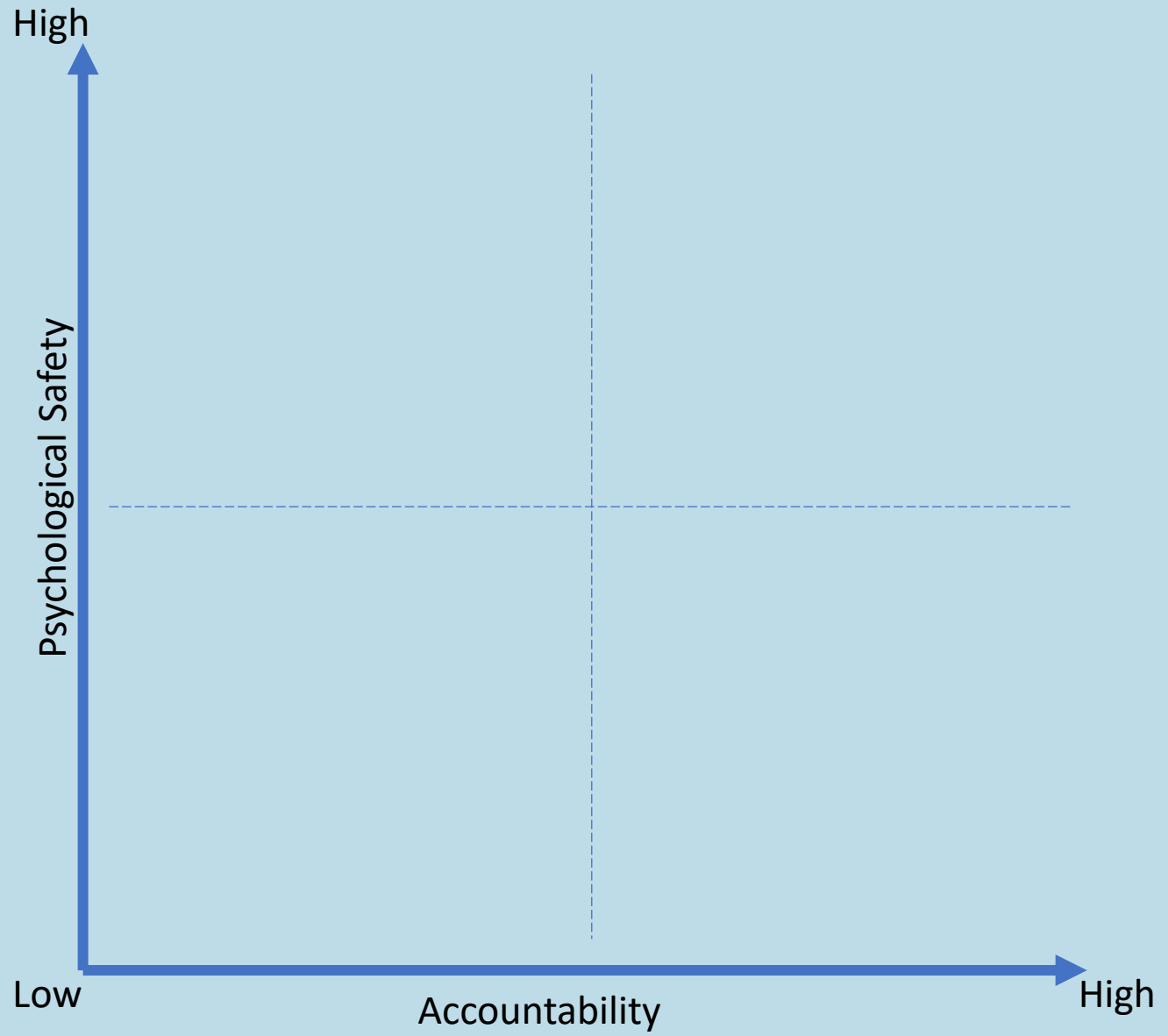


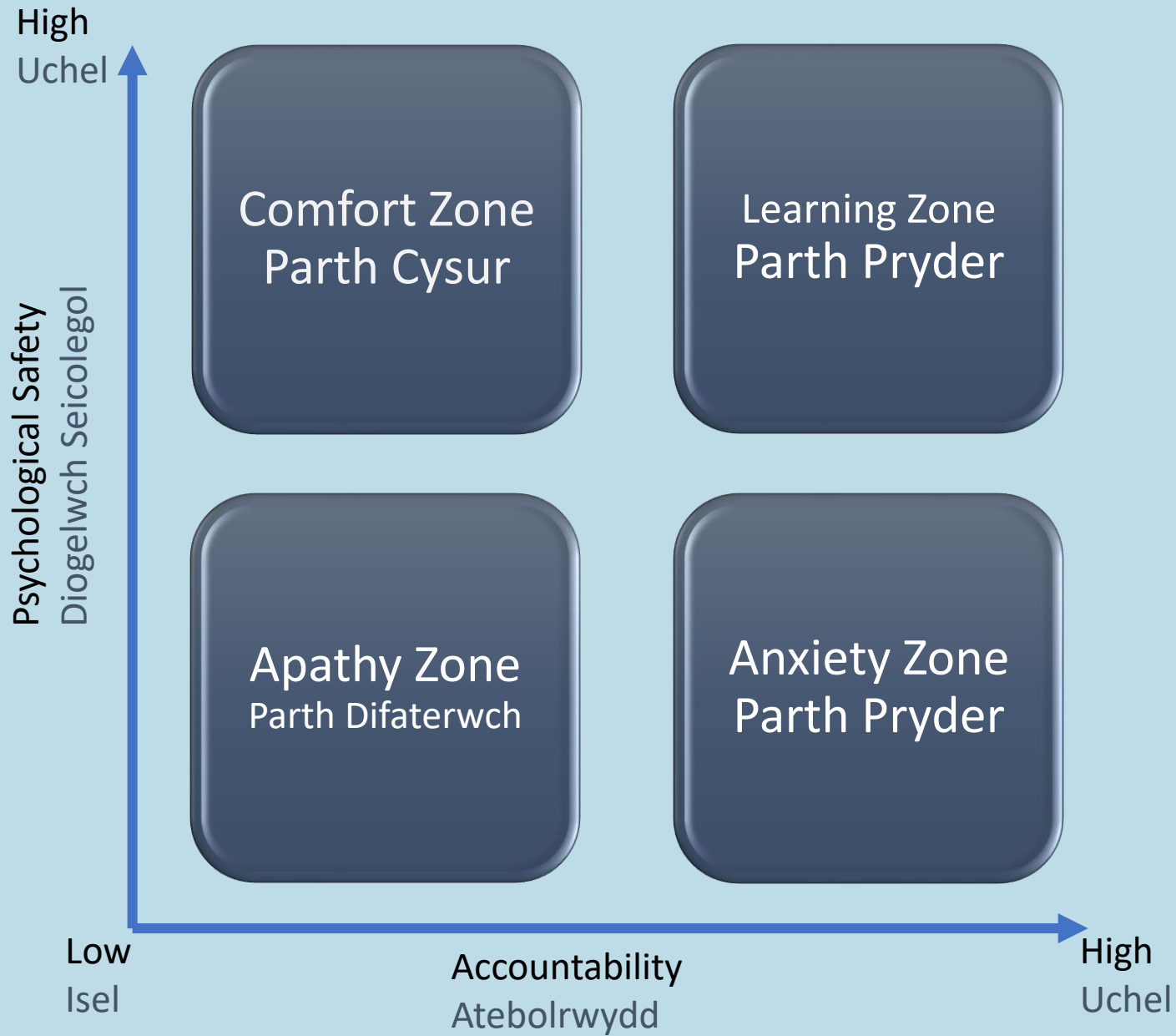
## I sefydliadau

- Cuddio camgymeriadau
- Ol-ffeithiau cyfreithiol
  - Cyfyngu ar alluoedd
- Ddim yn ymwybodol o'n pobl
- Diffyg ymwybyddiaeth ddiwylliannol
- Gwneud pethau fel y maent bob amser wedi cael eu gwneud
  - Mwy o salwch
  - Llai o cadwraeth
  - Recriwtio llai o dalent
    - Mwy o gostau
- Creu diwylliant o ffitio i mewn









Evidence that a group has Psychological Safety:

Tystiolaeth bod gan grŵp ddiogelwch seicolegol:

Within me

Observed in the group

Think

Feel

Verbal

Behavioural

Environmental



O fewn i mi

Arsylwyd yn y grŵp

Meddwl

Teimlo

Llafar

Ymddygiadol

Amgylcheddol

# Evidence that a group lacks Psychological Safety: Tystiolaeth nad oes gan grŵp ddiogelwch seicolegol:

Within me

Think

Feel

Observed in the group

Verbal

Behavioural

Environmental



O fewn i mi

Meddwl

Teimlo

Arsylwyd yn y grŵp

Llafar

Ymddygiadol

Amgylcheddol





# How can we improve the psychological safety of our groups?

Project working groups, colleagues, housemates, sports teams, clubs, societies, tutorials.

## Sut allwn ni wella diogelwch emosiynol ein grwpiau?

Gweithgorau prosiectau, cydweithwyr, cyd-letywyr, timau chwaraeon, clybiau, cymdeithasau, tiwtorialau.

Verbal

Llafar

Behavioural

Ymddygiadol

Environmental

Amgylcheddol



# Additional Resources

## Adnoddau Ychwanegol

Psychological Safety	Microaggressions	Privilege	Courageous Compass	Intent vs Impact
Diogelwch Seicolegol	Micro-ymosodiadau	Braint	Cwmpawd dewr	Bwriad vs Effaith
<a href="#">VIDEO: Creating Psychological Safety at work</a>	<a href="#">VIDEO: How Microaggressions are like Mosquito Bites - Same Difference</a>	<a href="#">VIDEO: John Amaechi talking about White Privilege</a>	<a href="#">VIDEO: The Courageous Compass and Dialogue Cheat-sheet</a>	<a href="#">VIDEO: Intent and Impact</a>
<a href="#">READ: About Psychological Safety in the workplace</a>	<a href="#">READ: University of Edinburgh - Microaggressions and the Effect on Students</a>	<a href="#">READ: Harvard Business Review - Talk about Privilege at Work</a>	<a href="#">READ: A courageous Conversations about Race</a>	<a href="#">READ: The Coach Hub – Intent vs Impact</a>

