

Psychological Safety Checklist

Ten honest questions to gauge whether your team feels safe to speak up



Do team members feel comfortable raising safety concerns without fear of blame?



Are near misses and mistakes reported openly, without punishment?



Do you actively invite questions and challenges during toolbox talks or briefings?



When someone flags a risk, is it acknowledged and acted on visibly?



Do you role-model curiosity rather than defensiveness when challenged?



Are quieter team members specifically invited to contribute?



Is critical feedback delivered constructively, not as personal criticism?



Do you check in on wellbeing separately from performance conversations?



Are corrective actions followed up and communicated back to the team?



Would your team describe your response to bad news as calm and constructive?

Tip: review your answers honestly, then choose one area to focus on this month rather than trying to change everything at once.

This checklist is intended as a practical discussion tool and is not a formal psychological-safety assessment.

Develop managers who turn safety information into action

Explore Health, Safety and Wellbeing for Managers: britsafe.org