

# The Psychological Safety Ladder Canvas

Building a high performing team – one step at a time

Team name:

Date:

## 1. Face the ladder

Answer each statement as Yes (Green),  
Maybe (Yellow), No (Red)

Level 3-  
Innovation

- I feel safe to take risks in this team
- We openly share and learn from our mistakes
- It's okay to challenge the status quo
- Questions are always welcome on our team

Level 2-  
Cognitive  
Diversity

- The team encourages me to disagree or think differently
- It's easy to ask my colleagues for help
- We can bring up problems and tough issues
- My unique skills and talents are valued and utilized

Level 1-  
Belonging

- We know one another personally, not just professionally
- It's okay to talk about health issues and burnout
- I'm not afraid to ask questions and share my thoughts
- I feel welcomed by my team

## 2. Assess each level

Which one is strong (===), weak (----), or broken (vvvv)?

Belonging

Cognitive Diversity

Innovation

## 3. Repair the steps

Which behaviors do we want in? Which behaviors do we want out?

Out

In

Out