wisdom

FREE TEAM TOOL

Team check: psychological safety and resilience

A 15-minute conversation tool for teams and leaders. Twelve statements in four areas help your team see where it stands, agree what to work on, and set a baseline you can measure again.

How to use the team check

1. **Set it up.** Use it at a regular team meeting. Explain that it is about how the team works, not about any individual.
2. **Rate privately.** Each person rates the twelve statements on their own, in about five minutes. Anonymous is best.
3. **Add up each area.** Each area has three statements, so each area total is between 3 and 15. A team lead or neutral person collects the totals and works out the team average for each area.
4. **Talk about it.** Share the area averages, not individual answers. Start with the lowest area, using the conversation prompts.
5. **Agree one to three actions.** Keep them small, specific and owned. Write them in the action plan.
6. **Check again.** Repeat in about three months, using the same statements, to see what has changed.

The four areas

The team check follows the four steps we use in our psychological safety workshops.

- **Notice:** seeing pressure and strain early.
- **Speak up:** raising concerns and asking for help.
- **Respond:** learning from mistakes and recovering after hard events.

- **Sustain:** habits and leadership that keep safety in place.

Tips for leaders

- Go first. Thank people for honest ratings, especially low ones.
- Listen more than you speak.
- Do not ask who gave which score.
- Follow through on the actions you agree.

Please note: this is a conversation tool. It is not a clinical, diagnostic or survey instrument, and it does not replace your work health and safety risk assessment. If the conversation raises concerns about someone's wellbeing, follow your organisation's support processes, such as your Employee Assistance Program.

Rate each statement

Think about the last few months. Tick one box for each statement.

1 = strongly disagree, **2** = disagree, **3** = neither agree nor disagree, **4** = agree, **5** = strongly agree.

Notice: seeing pressure and strain early

No.	Statement	1	2	3	4	5
1	In this team, we can talk openly about what is making the work harder.	☐	☐	☐	☐	☐
2	We notice when a colleague is struggling, and someone checks in.	☐	☐	☐	☐	☐
3	Pressure, fatigue and workload are discussed, not just endured.	☐	☐	☐	☐	☐
	Notice area total (3 to 15)					

Speak up: raising concerns and asking for help

No.	Statement	1	2	3	4	5
4	I can raise a concern with a senior colleague without worrying about how it will land.	☐	☐	☐	☐	☐
5	When I don’t know something, I can ask without losing face.	☐	☐	☐	☐	☐
6	Quieter voices are invited in, not talked over.	☐	☐	☐	☐	☐
	Speak up area total (3 to 15)					

Respond: learning from mistakes and recovering

No.	Statement	1	2	3	4	5
7	When someone makes a mistake, the focus is on learning, not blame.	☐	☐	☐	☐	☐
8	Bad news reaches the people who need it, quickly.	☐	☐	☐	☐	☐
9	After a difficult event, we take time to debrief and recover.	☐	☐	☐	☐	☐
	Respond area total (3 to 15)					

Sustain: habits and leadership that last

No.	Statement	1	2	3	4	5
10	Our leaders ask for challenge, and thank people who give it.	☐	☐	☐	☐	☐
11	We have team habits that help us catch problems early.	☐	☐	☐	☐	☐
12	People know where to get support, and use it.	☐	☐	☐	☐	☐
	Sustain area total (3 to 15)					

Read your results

For each area, look at the team's average total and how spread out the answers are. A wide spread is worth talking about, even when the average looks fine.

What your area total means

Area total	What it suggests	What to do
12 to 15	A strength	Name what makes it work, and protect it when pressure rises.
8 to 11	Worth watching	Talk about what gets in the way, and agree one small change.
3 to 7	A priority	Start here. Ask what would need to be true for this to improve.

Conversation prompts

Notice

What tells us someone is under strain? What do we do when we see it?

Speak up

When did someone last raise something hard here? What happened next?

Respond

After our last mistake or difficult event, what helped? What did not?

Sustain

Which habit, if we started it next week, would make the biggest difference?

Action plan

Our actions

What we will do	Who	By when	How we will know

Showing your leadership what changed

- The team's area averages now, and again in about three months.
- The actions the team agreed, and whether they happened.
- Examples of concerns raised early and help sought.
- Trends your organisation already tracks, such as incident and near-miss reporting, unplanned leave and turnover.

Want help taking it further?

Wisdom Learning runs practical psychological safety and resilience workshops for teams and leaders. They are built on Creating Resilience, our LearnX Platinum award-winning program with Canberra Health Services intensive care teams. We can run the team check with your team, and help you measure and report what changes.

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