



Psychological safety = *belief that the formal or informal consequences of interpersonal risks (admitting a mistake or asking for help) will not be punitive*

Myth

It is about
being nice

Truth

It is about
candor, even in
conflict

Myth

It is about
extraversion/
personality

Truth

It is about an
open work
climate

Myth

It means
trusting your
colleagues

Truth

Psychological safety is
about **the environment**
Trust is about individuals,
it can differ.

Psychological safety is
about **now**
Trust is about the future

Myth

It is about lower
performance
standards/
comfortable
standards

Truth

It drives more
ambitious
standards



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