

Transform your greatest asset.

Elevating productivity and reducing risk through safe, inclusive teams.

PSI

Psychological Safety & Inclusivity Indicator Program

**Organisations need
to equip themselves
with the data,
evidence and
knowledge to make
impactful change**

Behind the Curve

Struggle to attract talent, suffer brand damage, high claims and high turnover

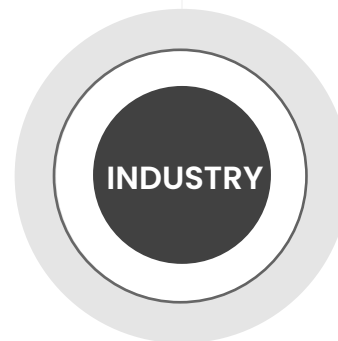
A lack of empirical psychological safety and inclusion measures, so they can't address change effectively



Ahead of the Curve

Have empirical measurement tools that capture the dynamic nature of psychological safety – the foundation of inclusivity.

Benefit from a deeply engaged, productive and passionate workforce. This means higher retention, better talent, leaders in innovation – people will feel valued as the complete 'being' that they are.





Turning diversity into lived inclusivity

“

Psychological Safety is a well-established driver of team-performance, effective decision making, innovation and higher quality solutions.

”

Professor Amy Edmondson, Harvard Business School.

UNDERSTANDING THE CHALLENGES IMPACTING YOUR INDUSTRY



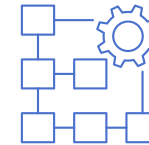
WORK HEALTH & SAFETY

Regulatory changes around expectations of employers and industry standards



TURNOVER

High turnover is costly. It's challenging to attract and retain talent



CADENCE

Projects running over budget and behind schedule.

Psychological safety can have significant impacts on the wellbeing of your workforce and are some of the most expensive and time-consuming workplace injuries.

What is psychological safety?

Defined

“A climate in which people are comfortable expressing and being themselves. When a work environment has high psychological safety, good things happen.”

Benefits

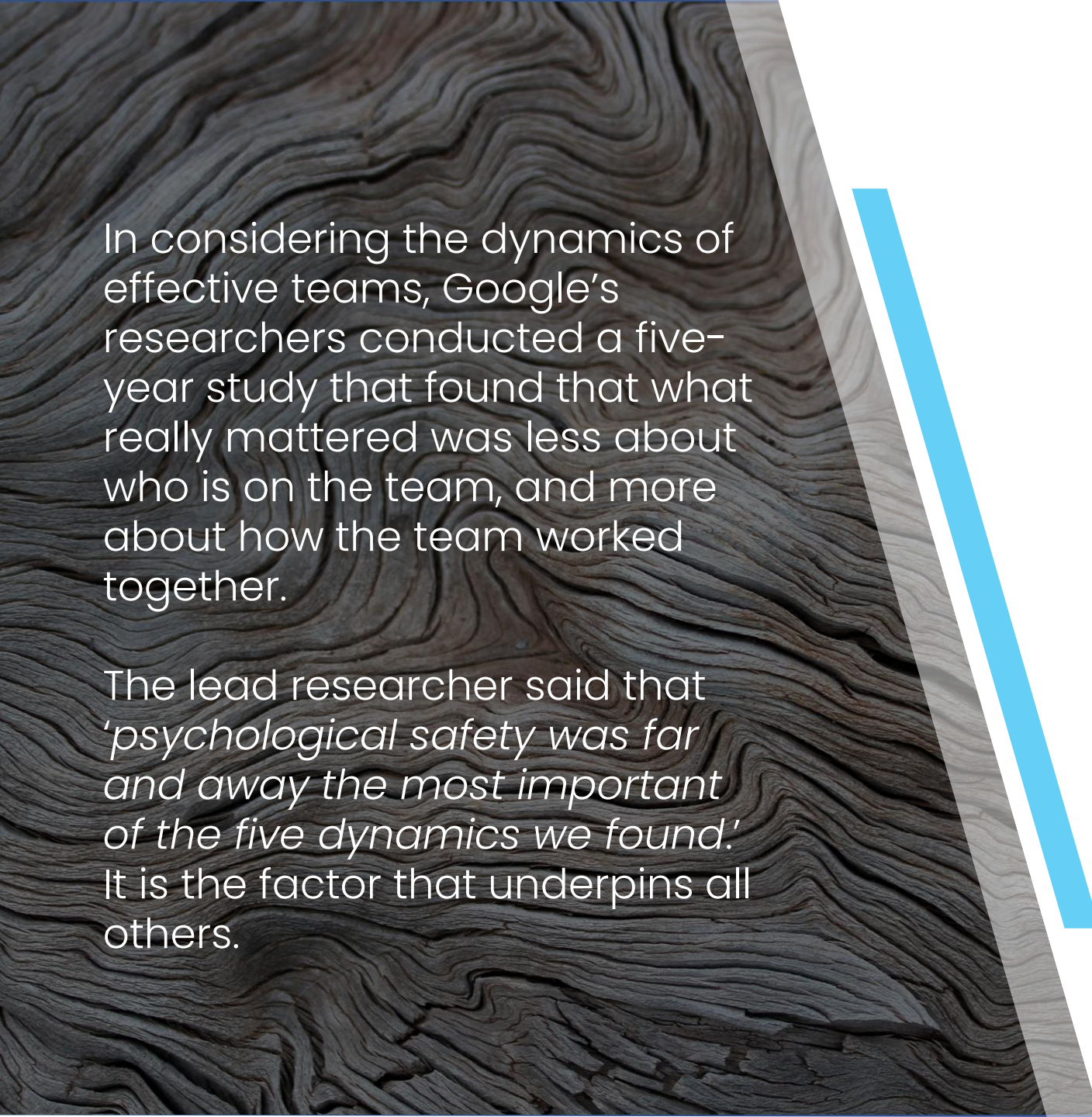
A 2017 Gallup poll found that 3/10 employees strongly agree their opinions count at work. By moving that ratio to 6/10, organisations could realise –

- 27% reduction in turnover
- 40% reduction in safety incidents
- 12% increase in productivity.

**But here's the
kicker...**

A 'normal team' has
low psychological
safety and instead
prefers superficial
harmony.





In considering the dynamics of effective teams, Google's researchers conducted a five-year study that found that what really mattered was less about who is on the team, and more about how the team worked together.

The lead researcher said that *'psychological safety was far and away the most important of the five dynamics we found.'* It is the factor that underpins all others.

PSYCHOLOGICAL SAFETY

WHY IT MATTERS

- Psychological safety can make or break the achievement of team performance in diverse teams
- There is a direct correlation between psychological safety, predicted worker engagement and return on assets.
- In short, process innovation can be a good way to boost performance, but a psychologically safe environment helps the investment pay off.

Why PSI Indicator Program?

PSI is the new competitive advantage for organisations. It is a market leading diagnostic that provides dynamic, real-time insights to foster a more inclusive and diverse workforce.



These diagnostics and tools identify **gaps** and **opportunities** within the **psychological safety profile** of an organisation to empower managers and teams to enact pragmatic and timely change.

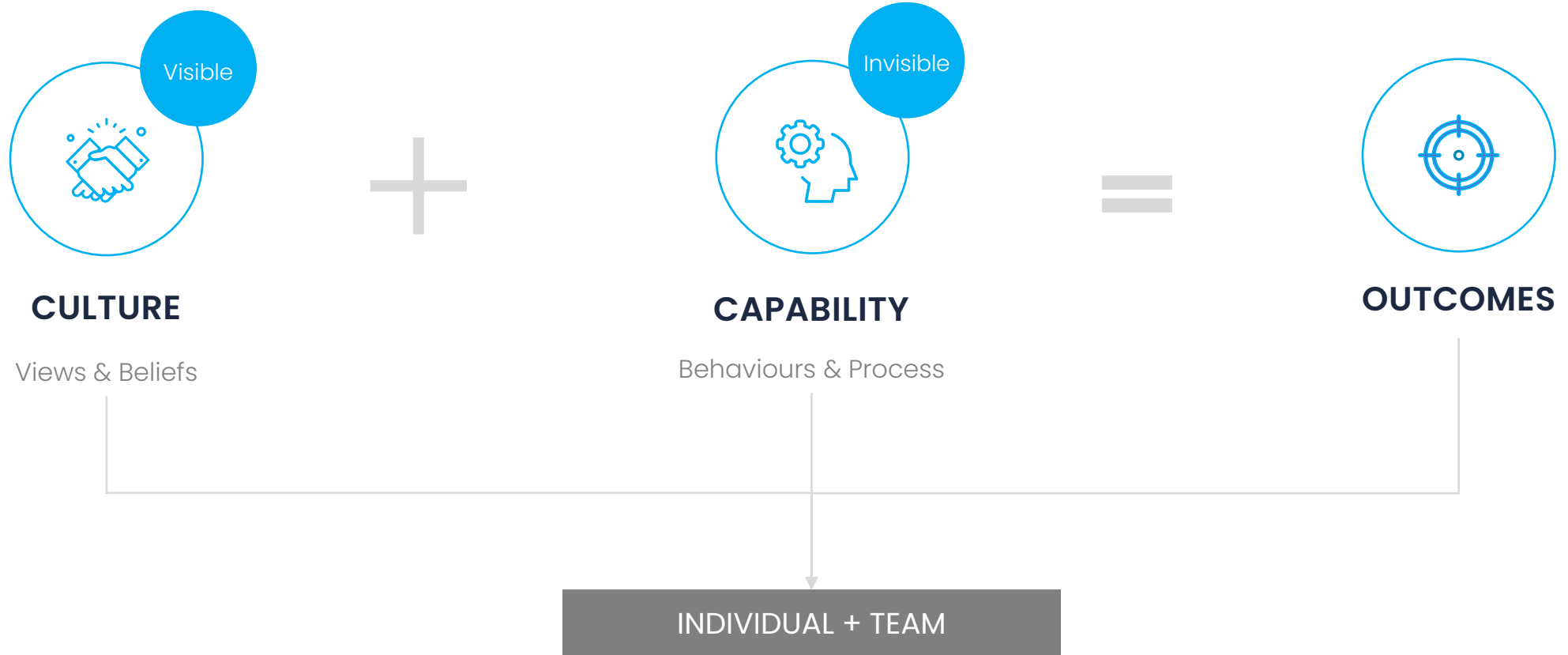
Backed by globally renowned psychological research, the tool provides an empirical understanding of **psychological health**, team effectiveness, motivation, wellbeing, engagement, inclusivity, and productivity in your teams.

Through extensive research we have created a tool that accurately measures a teams' level of **psychological safety** in real time.

WHY PSI

MAKING THE INVISIBLE, VISIBLE

Our Safety Diagnostics and Tools help individuals and teams to unlock the beliefs or views that are limiting their outcomes. Leadership, capability and culture are key levers in creating change outcomes.



ABOUT PSI

HOW WE CAN HELP

A holistic view of current your current psychological safety performance and team culture will inform a tailored, impactful solution.



TEAM SAFETY TOOL

PSI

Psychological Safety Indicator

Takes a 'pulse check' on the organisation's collective psychological safety and engagement.



4 -minute online team assessment to identify gaps in experiences and perceptions



Real-time, frequent pulse check through the app

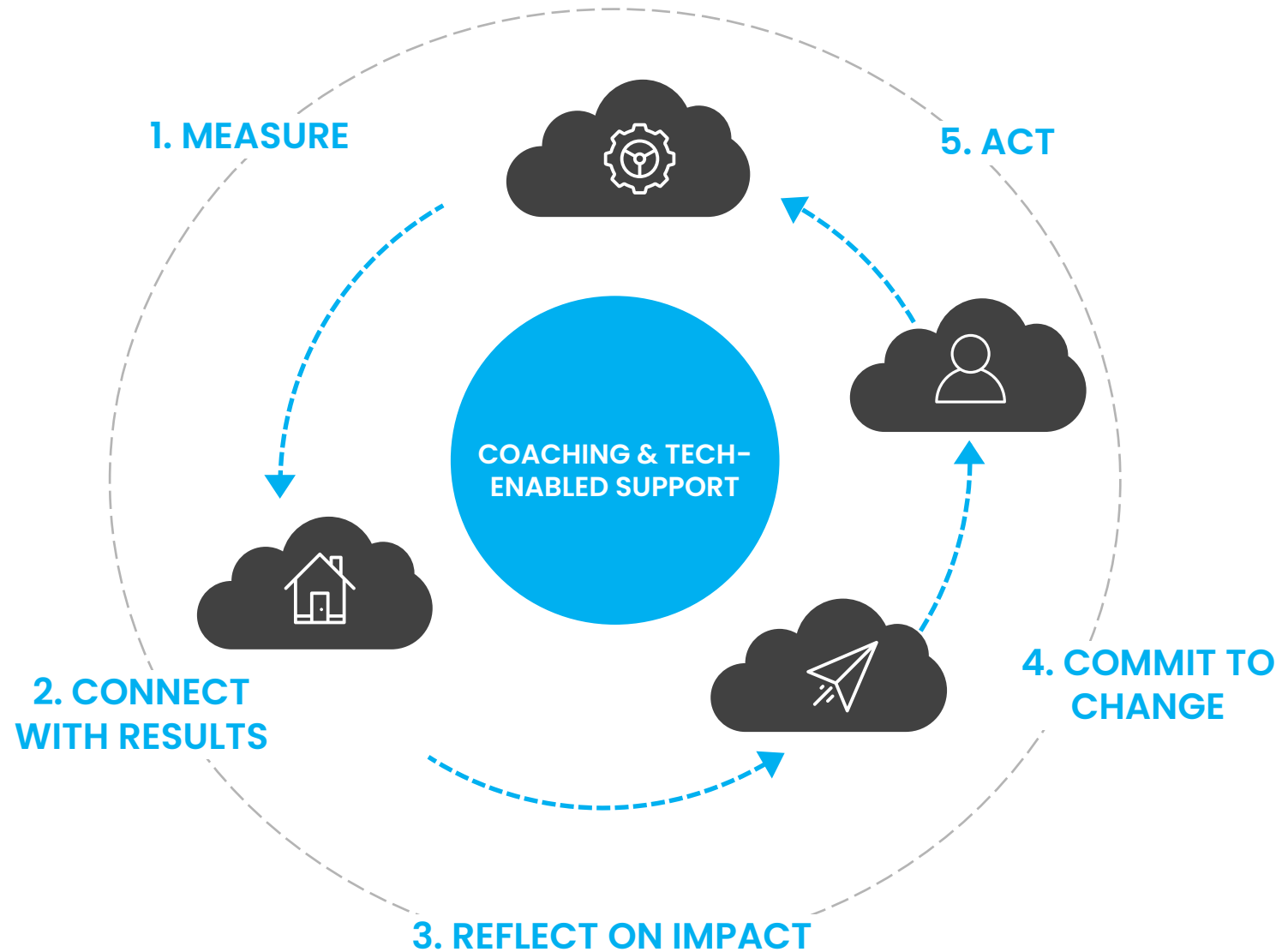


Team benchmarked over time using interactive dashboards and push notifications to show focus areas (education, actionable activities, coaching, tips)



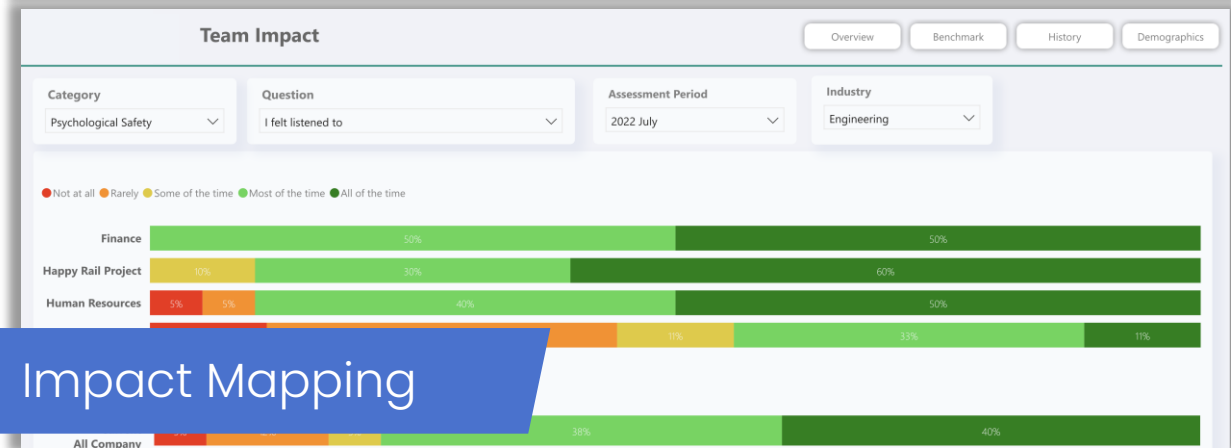
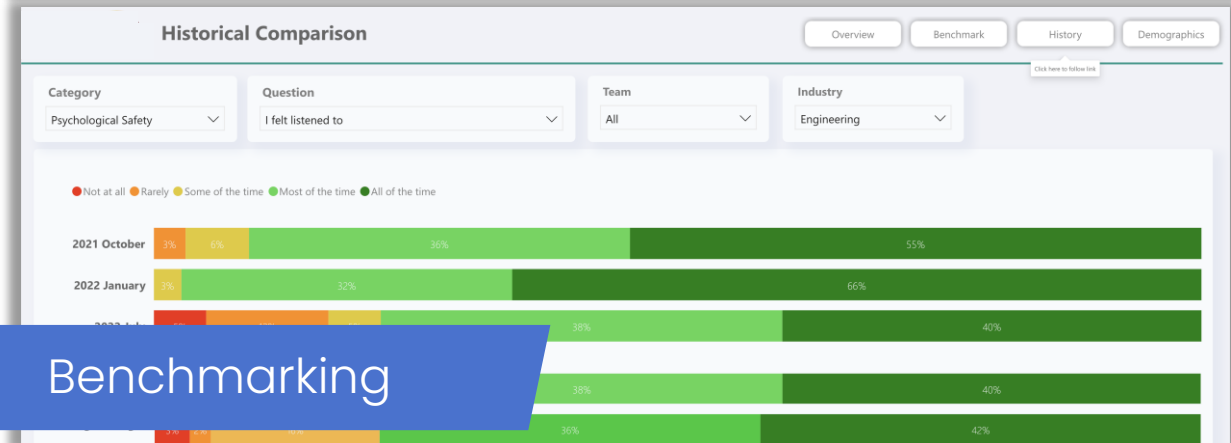
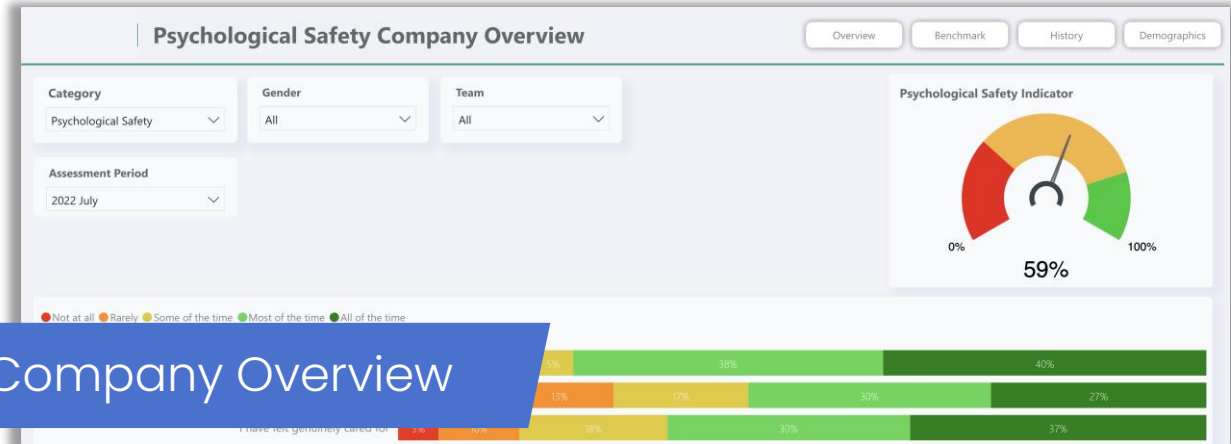
Fortnightly re-set to ensure opportunities are continually optimised

HOW IT WORKS



Bringing It To Life

- PSI can be implemented at a company-wide level, Executive level, or broken down into small teams
- Benchmarking can be done from team-team, team-organisation or team-industry
- Builds an evidence base that helps inform business and workplace strategy
- Informs training and development budgets and allocation of spend between technical and people competencies



BRINGING IT TO LIFE – COACH in your Pocket

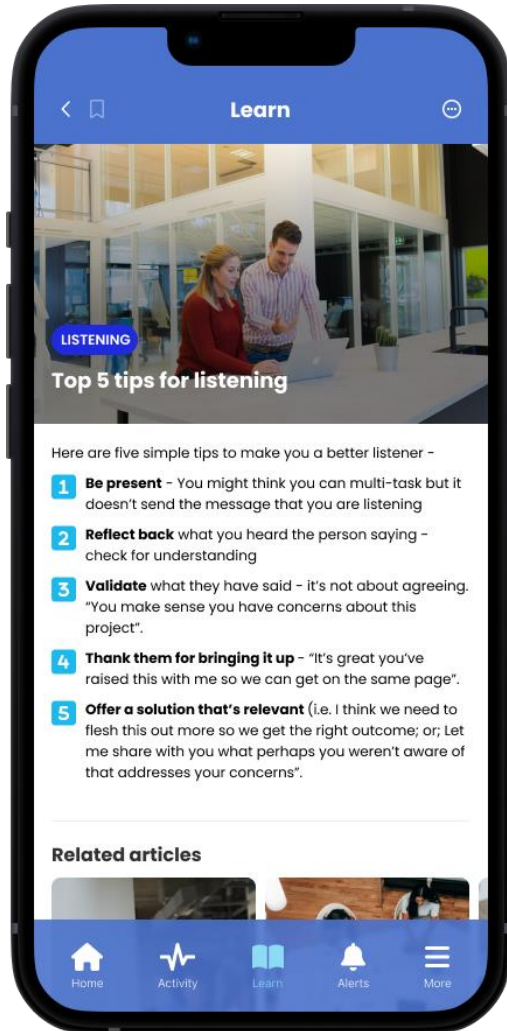
OFFERING SUGGESTIONS

The biggest barrier to offering suggestions is the fear of offending the other person. The fear is **REAL**. It exists because often others **DO** feel offended. This is because they “**interpret**” the suggest as a “**criticism**” that their current approach/solution wasn’t good enough.

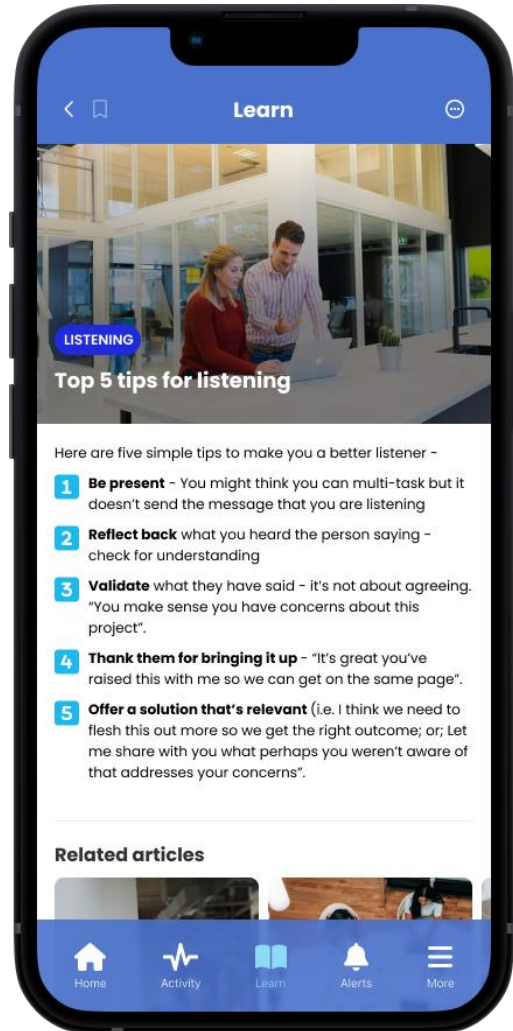
The Team that makes it **SAFE** to offer suggestions and be genuinely open and grateful for them, perform far better and enjoy healthier relationships that foster wellbeing.

3 Top Tips on HOW to effectively Offer Suggestions. [Click Here.](#)

3 Top Tips on HOW to effectively receive suggestions. [Click Here.](#)



BRINGING IT TO LIFE – COACH in your Pocket



OFFERING SUGGESTIONS

So your team has committed to improve the way you “Offer and Receive Suggestions” and have read through the Top Tips.

Reflection Activity 1.

Reflect on an experience when a team member effectively offered a suggestion and it was well received, what happened?

What positive difference did it make to the teams effectiveness AND to building healthy relationships?

[Click here](#) to capture your first reflection activity.

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