



PRODUCT DESCRIPTION

PSI 360| Psychological Safety and Inclusivity Indicator for Leaders

 360 DEGREE FEEDBACK FOR LEADERS

PSYCHOLOGICAL SAFETY & RISK FACTORS

 ONLINE SURVEY – USING COMPUTER, PHONE OR TABLET

 DEBRIEF, DEVELOPMENT ACTION PLAN AND RESOURCES

Data Drives Insight are here to create a world of thriving organisations using neuroscience enabled interactive solutions, proven to empirically measure and create inclusive cultures.

What is it?

The PSI 360 gives a leader an indication of how their leadership impacts on the psychological safety and inclusivity of others they lead and interact with on a regular basis, and what capabilities they can grow in order to improve their impact.

Psychological Safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk taking.

Inclusion occurs when a group of diverse people (e.g. of different ages, cultural backgrounds, genders) feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improve their organisation.

A leaders impact on a teams lived experience of psychological safety and inclusivity is significant. Developing leaders capacity in core capabilities that create safe and inclusive teams, will have significant impacts for themselves, their teams and their performance.

Why do it?

New legislation and guidelines (ISO 45003 Psychological Health and Safety at Work) have been implemented whereby Directors and Executives are responsible for ensuring employees have a psychologically safe environment to work.

Given leadership is a huge leading indicator on team culture and climate it is essential that the leader understand their influence and how it may be helping or hindering the psychological safety and inclusivity of their teams.

Organisations who measure the psychological safety profile of their teams and their leaders, to identify and then respond to risk factors, will remain ahead of the curve. Showing support, the mental health and wellbeing of their staff gives these organisations the competitive advantage.

How is it administered?

The PSI360 is a short assessment administered online and takes around **10 minutes** to complete.

The leader will nominate their feedback providers (raters) to complete the survey and results will be presented in a confidential report and debriefed by an accredited coach.

Tech enabled solutions are provided to the leaders to assist them in their development.....

Who is it for?

Organisations that see the link between leaders and team performance, between high psychological safety and retention, productivity, engagement, and safety will greatly appreciate and utilise this leadership development solution.

Given leaders play a large part in creating and influencing the culture and climate of the teams they lead, it is imperative that they understand the impact they are having and know specifically what they need to do to improve and maintain it.

What do Leaders receive?

In addition to their personalized results, leaders also gain access to online development resources that utilize neuroscience to create lasting and effective behavioral change. These solutions are specifically targeted to the leaders lowest areas of capability as indicated by the results.

Accreditation

As a whole solution, DDI can accredit internal coaches within organisations to facilitate the PSI360 program. These internal coaches will be able to interpret the results, understand the strengths and development areas of leaders, and engage with them to make commitments for improvement. This works in conjunction with the development plans. Internal accredited coaches will alleviate the need for coaching from external providers.

Coach in your pocket

Development plans will support the leaders to connect further with specific parts of the results and guide them to understand their contribution to the current environment and make to a commitment for change.

These Development Plans can be shared with the leaders manager /HR to help keep the leader accountable to their own commitment as well as to the overall goal of sustaining a high level of psychological safety amongst the team they lead.

What does the feedback include?

Participants receive a comprehensive 28-page report that outlines their results across several sections including;

Leadership Capability across Four capabilities: Purposeful, Curious, Caring and Connecting)	50 behaviour statements with a frequency scale measuring current performance and desired performance for 12 months' time, where 1 represents Not at All, and 5 represents All the Time, answered by self and others.	Listed by Top Strengths and Areas to Improve. Spidergraph showing gap analysis between current and desired performance. Comparison of views of different feedback providers.
Impact on Others Leaders Impact on the people around them. Each question states "In my interactions with this leader I feel..."	13 impact questions with a frequency scale measuring current impact where 1 represents Not at All, and 5 represents All the Time, answered by feedback providers only.	Graph showing frequency of each impact statement, based on the aggregated feedback from all respondents.
Psychological Safety Leaders' ability to foster psychological safe environment.	Amy Edmonson's 7 Psych Safety Questions, answered by feedback providers only. Using the scale 1 = Strongly Disagree to 7 = Strongly Agree	Graph showing level of agreement to each statement, based on the aggregated feedback from all respondents.

What does it look like

Report

How different groups rated your top areas to improve

Different groups of colleagues may have different views on which areas need most improvement. This can help to explain why certain areas have come out top, and why others have not. Compare the views below and think about why there are differences.



Psychological Safety



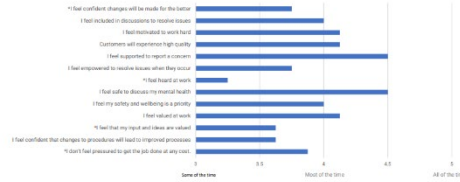
Psychological safety is an important element to high-performing teams and is characterized by shared beliefs that team members can show ideas, challenge each other, and will be punished for making mistakes. Ratings were asked to rate their level of agreement to 7 statements relating to psychological safety. Results are shown below.



Impact on Others

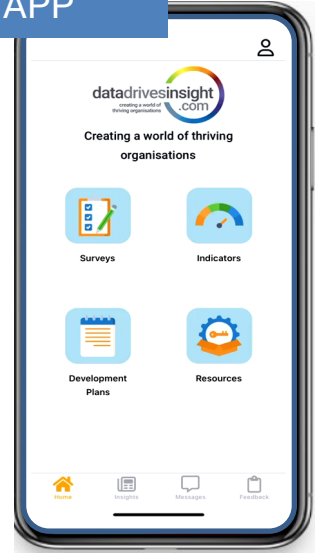


Understanding the impact our actions have on others is one of our most powerful leadership tools. High performing leaders understand how their behaviour and their leadership style impacts others and know how to use both in order to get the best results from their people. Ratings were asked to provide feedback on leadership impact and respond to how they feel in these interactions with this leader. Results are shown below.



*Questions were originally asked in regular survey questions and both the question and result have been used for consistent graph presentation.

APP



Development Plans

