



TEAM FEEDBACK INDICATOR



PSYCHOLOGICAL SAFETY & RISK FACTORS



ONLINE – USING COMPUTER, PHONE OR TABLET



INTERACTIVE DASHBOARD/APP

- Improve the ability of teams in Local Government to effectively respond to demands and expectations from their community.
- Enhance employee experience and increase accountability.
- Achieve new legislative compliance related to work health and safety.

Introducing DataDrivesInsight.com (DDI)

DDI offers organisations, teams and individuals working in Local Government diagnostic solutions to help them reach their full potential. DDI combines the experience of leading psychology practitioners with a digital platform, to deliver scalable programs that harness strengths and reveal blind spots, ‘gaps,’ and limiting beliefs that when shifted, enable breakthroughs in performance.

Psychological Safety & Inclusivity (PSI) Indicator

PSI is a market leading diagnostic that provides real-time insights into a team’s psychological safety profile. The PSI measures team members’ sense of **Psychological Safety** and the **Risk Factors** within their team in a **confidential and anonymous** way. The data uploads to an interactive dashboard for use by team members and leaders to track progress. This can be done at a frequency right for the team, e.g. quarterly, bi-monthly etc.

Why do it?

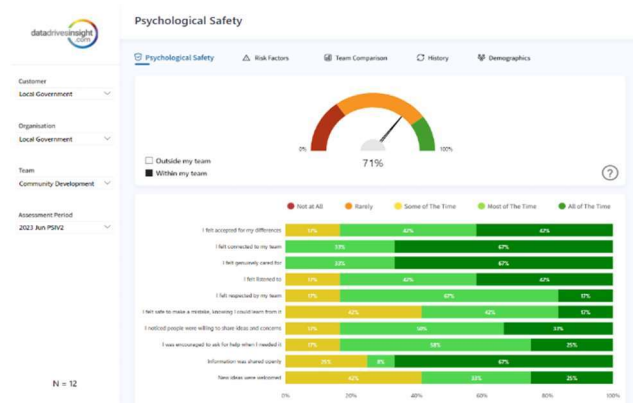
New legislation and guidelines (ISO 45003 Psychological Health and Safety at Work) have been introduced, whereby Directors and Executives are responsible for ensuring staff have a psychologically safe environment to work and that psychosocial risks are managed appropriately.

Beyond the legislation, there is a direct correlation between psychological safety, predicted worker engagement and productivity – which means the presence or lack of psychological safety can make or break team performance.

Teams perform best when there is diversity of thought, from people with varying backgrounds and experiences such as gender, age, and ethnicity. “Diverse” also appropriately describes the broad range of services that Local Government delivers, for both constituents and businesses alike.

These high value services require an equally diverse skillset from staff. Local Government organisations who are able to harness this diversity by also measuring the psychological safety profile of their teams, to identify and then respond to risk factors, will remain ahead of the curve.

Showing support for the mental health and well-being of their staff ensures they get the best out of their people. A clear marker of high performing teams is the effective delivery of the Local Government’s strategic vision which in turn facilitates the quality of living expected by the community.



Results enable teams to foster a more inclusive workforce and empower them to enact practical and timely change to create high performance.

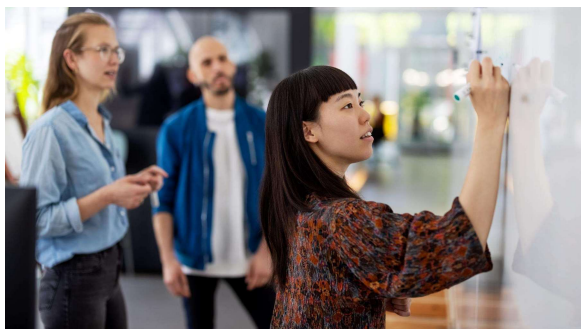
How is it administered?

The PSI indicator is administered online and takes around **3 minutes** to complete. Team members provide feedback about their experiences and results are then presented in an interactive dashboard for discussion with the team in order to facilitate a commitment to improvement. Comparisons between interfacing teams can also be made and data is benchmarked over a period of time to track progress and trends.

Who is it for?

The PSI Program is for all teams working in the Local Government sector. This could include teams within corporate services, waste collection, libraries, facilities management, events and regulatory functions.

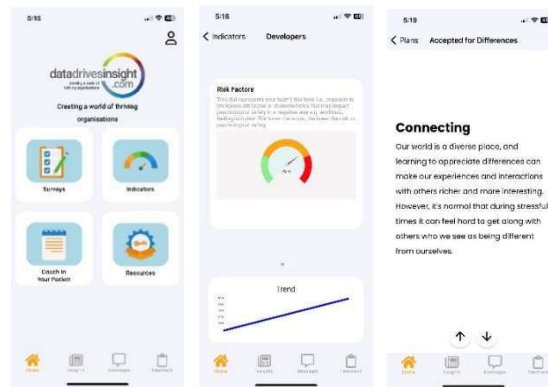
Ideal for organisations that want to develop their teams (with a minimum of 5 people), by understanding strengths; and benchmarking and targeting key areas for development, using valuable and reliable employee feedback. Teams that are experiencing high turnover, low productivity and low engagement will greatly benefit from the program.



What do organisations receive?

Once the team completes the indicator, feedback is immediately provided, showing exactly the areas to improve in order to cultivate a psychologically safe environment.

Through an App or online portal, participants will receive solutions based around neuroscience to create lasting and effective behavioural change. These solutions are specifically targeted to the team's lowest areas of psychological safety as indicated by the results. Employees can explore targeted development activities for their teams.



These development plans support employees to connect further with specific results and guide them to understand their contribution to the current environment as well as make a commitment for change.

The PSI Program is based on an annual subscription whereby participants have ongoing access to resources and development plans to support their performance. Indicators are administered via the same platform at agreed times throughout the year.

Accreditation

As a whole solution, DDI can accredit internal coaches within Local Government organisations to facilitate the PSI program and debriefs. These internal coaches will be able to interpret the results through the dashboards, understand the strengths and development areas of teams, and engage with them to make commitments for improvement. This works in conjunction with the development plans. Accredited coaches within organisations will alleviate the need for coaching from external providers.

Certification

Certification for organisations as well as for individuals shows a commitment to and development in being psychologically safe within the workplace.

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Psychological safety in Local Government organisations is everyone's responsibility, but hinges on leadership valuing and facilitating it.