

# THE ATTRIBUTES AND PSYCHOLOGICAL SAFETY

<b>ANALYTICAL</b>	<ul style="list-style-type: none"> <li>Needs to be able to trust teammates' abilities.</li> <li>Needs accurate information.</li> <li>Needs freedom to ask questions.</li> </ul>	<ul style="list-style-type: none"> <li>Needs the ability to share ideas without judgement.</li> <li>Needs the freedom to take risks and try new things.</li> <li>Needs to understand the overall vision of the team.</li> </ul>	<b>CONCEPTUAL</b>
<b>STRUCTURAL</b>	<ul style="list-style-type: none"> <li>Needs to be able to trust that teammates will follow through on commitments.</li> <li>Needs respect for their time.</li> <li>Needs clear expectations and understanding of their role in the group.</li> </ul>	<ul style="list-style-type: none"> <li>Needs to feel like they can trust teammates with information shared.</li> <li>Needs the freedom to share about their life outside of work.</li> <li>Needs to feel like others care about their well being.</li> </ul>	<b>SOCIAL</b>
<b>1/3</b>	<p><b>EXPRESSIVENESS</b></p> <ul style="list-style-type: none"> <li>Needs time to process internally.</li> <li>Allow for silence.</li> </ul>	<ul style="list-style-type: none"> <li>Needs the opportunity to process externally.</li> <li>Recognize that initial statements may not be fully developed.</li> </ul>	<b>3/3</b>
<b>1/3</b>	<p><b>ASSERTIVENESS</b></p> <ul style="list-style-type: none"> <li>Needs to seek common buy-in.</li> <li>Invite their opinion.</li> </ul>	<ul style="list-style-type: none"> <li>Allow for debate.</li> <li>Acknowledge their opinions.</li> </ul>	<b>3/3</b>
<b>1/3</b>	<p><b>FLEXIBILITY</b></p> <ul style="list-style-type: none"> <li>Sticks with original decisions.</li> <li>Answers questions when new option is presented.</li> </ul>	<ul style="list-style-type: none"> <li>Welcomes course revisions.</li> <li>Allows for ambiguity.</li> </ul>	<b>3/3</b>