

DISENGAGEMENT,
ABSENTEEISM and
PRESENTEEISM

The team SHY AWAY from
difficult conversations or
topics that challenge the
STATUS QUO

A BLAME CULTURE
where people point
the finger at others

Lack of INNOVATION
and IDEATION

No one
asks for
or offers

Lack of
LEARNING
or IMPROVEMENT

Lack of
OWNERSHIP
and CONCEALED
MISTAKES

FEEDBACK is
not given
or requested

Colleagues
KNOW VERY LITTLE
about fellow team
members and
don't socialise

Lack of DEBATE and
QUESTIONS in meetings

The same people
DOMINATE discussions
and meetings

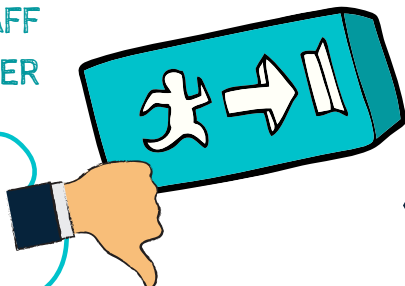
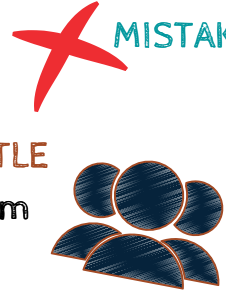
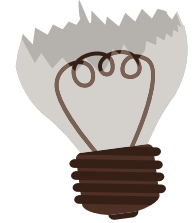
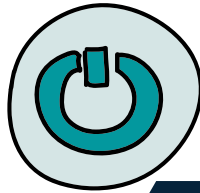
Less ambitious
GOALS and
MEDIocre
PERFORMANCE

People
do not feel
FULFILLED

High STAFF
TURNOVER

High levels of
STRESS and
DISAGREEMENT
between team
members

The WARNING SIGNS of UNSAFE team cultures



The Psychological
Safety Index



Compass
Partnership
compasspartnership.com