



HOW TO ESTABLISH A PSYCHOLOGICALLY SAFE MENTORING RELATIONSHIP

IMPORTANCE OF PSYCHOLOGICAL SAFETY WHILE MENTORING

- In this video, Dr. Stephen Hobbs and Doug Lawrence of the International Mentoring Community offer twelve tips for promoting psychological safety in a mentoring relationship. They include:
- Clarify the “why.”
- Demonstrate presence.
- Use responsive listening.

[Watch the video](#) beginning at 32:55 to learn more.

ADDITIONAL READING

Using Mentoring to Ensure Psychological Safety in the Workplace

This article focuses on the importance of psychological safety in the workplace and how mentoring can help to improve it. The author first defines psychological safety as the belief that one can express themselves freely without fear of negative consequences, and highlights the benefits of having a psychologically safe workplace. The author also explores who is responsible for creating and maintaining psychological safety within an organization, noting that it is a shared responsibility among all employees, but particularly leaders and managers.

[Click here to read more](#)



THE 3 BEST WAYS TO BUILD TRUST FOR MENTORS

It can be daunting, especially for new mentors, to know how to go about building trust with their mentees. Acknowledging that there are many possible approaches, Melissa Richardson, Co-founder and Managing Director of Art of Mentoring, distills it to three top mentor behaviors: 1) listen, 2) keep your promises and 3) be vulnerable.

[Click here to read more](#)



What Is Psychological Safety at Work?

In this article, the author answers the following questions with input from Harvard Business School professor Amy Edmondson, who coined the phrase “team psychological safety”:

- 1) What is psychological safety?
- 2) Why is psychological safety important?
- 3) How has the idea evolved?
- 4) How do you know if your team has it?
- 5) How do you create psychological safety?
- 6) What are common misconceptions?

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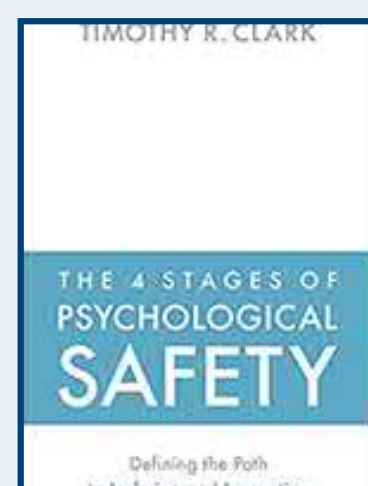


PERCIPIO RESOURCES

Book: *The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation*

This book by Timothy R. Clark, founder and CEO of LeaderFactor, is the first practical, hands-on manual that demonstrates how leaders may create a psychologically safe environment in their workplaces, encouraging employees to provide their best efforts and ideas.

[Click here to read](#)



Course: *Cultivating Mentor Relationships*

In this course, you'll learn to recognize what to expect from a mentoring relationship and identify key characteristics of a mentor. You'll also learn ways of facilitating a productive mentor-mentee relationship and best practices for successful mentoring relationships.

[Click here to watch](#)



VIDEO

Building a psychologically safe workplace

In this TEDx talk, management theorist Simon Sinek outlines how by building a circle of trust with employees, a leader can create a culture where individuals feel empowered to contribute their best work.

[Click here to read more](#)

