

# The Change Bulletin

MARCH 2022 EDITION



Is your company providing a culture for employees to feel safe?

Hey ,

I am excited about what this month's Change Bulletin has to offer. *Practical tips, sound advice and thought provokers.*

We have 3 inspiring female role models sharing their reflections on becoming a leader, a helpful blog "full of takeaway gems 💡" (thank you [Sara Southey](#)) and top tips for developing productive organisations that people want to be part of. There are also opportunities to tune-in to conversations about employee experience and adopting a holistic approach for business success, based on the [Human Givens](#) framework for mental wellbeing. So, let's dive in...

  
Lisa

## Getting to Grips with Psychological Safety

Psychological Safety is a term we hear used a lot, but it becomes a nominalisation unless we really unpick what it means in practice. Sometimes, just the idea of developing a culture based around psychological safety can feel overwhelming or simply too vague to get to grips with.

What does it look like?  
Where do we start?  
Is it going to add to my workload?  
Is it really worth the effort?

When you consider the evidence about impact, the answer to that last question is "YES!".

If organisations could shift the 3 out of 10 employees who strongly agree that their opinions count, to 6 in 10,

**"organisations could realise a 27% reduction in turnover, a 40% reduction in safety incidents and a 12% increase in productivity."**

**8 tips for leaders** outlines how to set about creating a culture based on psychological safety. Consider, too, these 4 specific questions that leaders should be asking their teams. The answers provide a framework based on trust, value, purpose and identity to which people can be accountable:

1. What can we count on each other for (their strengths)?
2. What is our team's purpose?
3. What is the reputation we aspire to have?
4. What do we need to do differently to achieve that reputation and fulfil our purpose?

Find out how [HERE](#)

Ref: [How to Create a Culture of Psychological Safety \(gallup.com\)](#)



### Wellbeing by Design

Wellness is about intentions, choices and actions and that's why it requires a holistic plan. To stay in the zone of optimal performance, you need to reduce stressors, reduce mental noise and be clear about what good looks like. Find out [the advice I shared](#) at [The Business Spa](#) Future of Business Event.

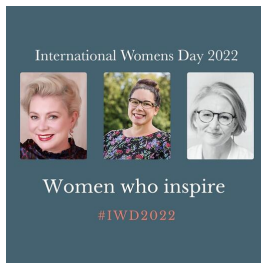
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### A Holistic Approach for Business Success

In this Human Givens 'Ask The Expert' [podcast](#), I explain how companies need to apply the principle of psychological needs being a given that drives human behaviour. I shared my approach to thriving and performing, both shaped by leadership, work culture and employee experience.

[LISTEN NOW](#)



### 3 Inspirational Leaders

[Charlotte Wilson](#), [Anna Hamzah](#) and [Sally-Anne Nauntun](#) share:

- Advice they would have given themselves 10 years ago
- What they have learned to take into the future
- One thing to leave in the past
- What they think all business leaders should be doing now

[WATCH THE VIDEO HERE](#)



### Beyond the Water Cooler

[LISTEN](#) to hear [Anna Hamzah](#) discuss leading a rapidly changing tech company, [Mike Quinnell](#) share his journey setting up a new team, [Ali Hollest](#) unpick the dilemma when fitting square pegs into round holes, and [Charlotte Wilson](#) inspire us to think about female leadership.

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### Children's Mental Health Week

I joined a number of experts to share strategies about how to bolster children's wellbeing, in [an article by Inloco](#). Whether it is increasing self-awareness, normalising difficult feelings or providing a range of strategies, we must find ways to help young people cope. Allowing space for failings resonates with me and creating [psychological safety](#).



### 5th April - SIGN UP!

As few as 10-15% of people are self-aware and as a result, at least half of all managers underachieve. Join [David Savage](#) and I in this interactive session with [Bluestream Recruitment](#), to gain clarity about how you want to lead, what gets in the way, what your team needs from you, and to consciously plan your path.

[BOOK FREE TICKETS](#)



### Mental Health Onboarding

Do you think having mental health as part of your onboarding process suggests you have a problem or that you care? Do you think we need to change the rhetoric to normalise this essential learning and practice? Join [Anna Harrington](#) and I on 24 March to discuss how to develop a process that has a vital role in the mental wellbeing of employees.

[SIGN ME UP!](#)

### A Final Thought From Me...

I was inspired by John Bell's Thought for the Day on the BBC, and although I'm not religious, I believe his reflections have important lessons for work cultures.

John explains that when faced with evidence challenging what we believe, only the opinions that our 'movement' endorse are valid. There are always different versions of narrative but in some contexts, such as Russia, hordes of people can affirm things that are untrue. This is not new or limited to war; the same phenomenon exists with any social groups, even when they comprise very intelligent people. Consider that the version of 'truth' is often based on fears without foundation.

"Those who shout loudest about fake news may be those same people who fear their power or prestige would be eroded should they change their mind. They become captives of their own illusion. They need liberation from deceit."

Whether you're thinking about the view of many Russian civilians, or simply the choices, behaviours and beliefs of your colleagues about the world, remember they are shaped by their experience. And so rather than criticise their rigid mindset or blame their inability to think differently, seek to understand their motivation, their fear, and instead, show empathy. It is easier to lead standing alongside someone, with compassion, than from a distance with authority.

Ready to start the conversation, share your challenges and explore a way forward?

Drop me a line

Connect with me on LinkedIn

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