

coaching leaders in
partnership with the future

TOWARD >

Taking Risks



Exercise: Taking Risks¹

Background

Creating an environment in your team that supports members' abilities to take [appropriate] risks² is important in terms of building Psychological Safety.

In this exercise, you will take the time to consider some risks you and your team could take and the impact of these risks. Having done that, you will have an opportunity to name one risk you'd like to commit to, and the chance to consider how you might take that risk.

Information

Objective

To build clarity and actions about one risk you are willing to take in your team

Time required

Approximately 20 minutes

What is required?

Your computer or a hard copy of the PDF

Who will see this?

Only yourself, however we would ask you to name the risk you're taking with your team member(s)

Part 1

Please take some time to list below a range of risks that might be helpful for you and your team to consider taking. *Remember, these risks do not all have to be about business challenges and innovation; often the most important risks for you to consider taking are interpersonal risks.*

Therefore, a risk may include things like:

- Speaking up in a meeting by asking a question or stating an opinion/idea
- Disagreeing with the general consensus about a topic or decision
- Stating how you feel
- Articulating what you need from another person(s)
- Asking for help from someone in a meeting
- Verbally showing your appreciation to another team member

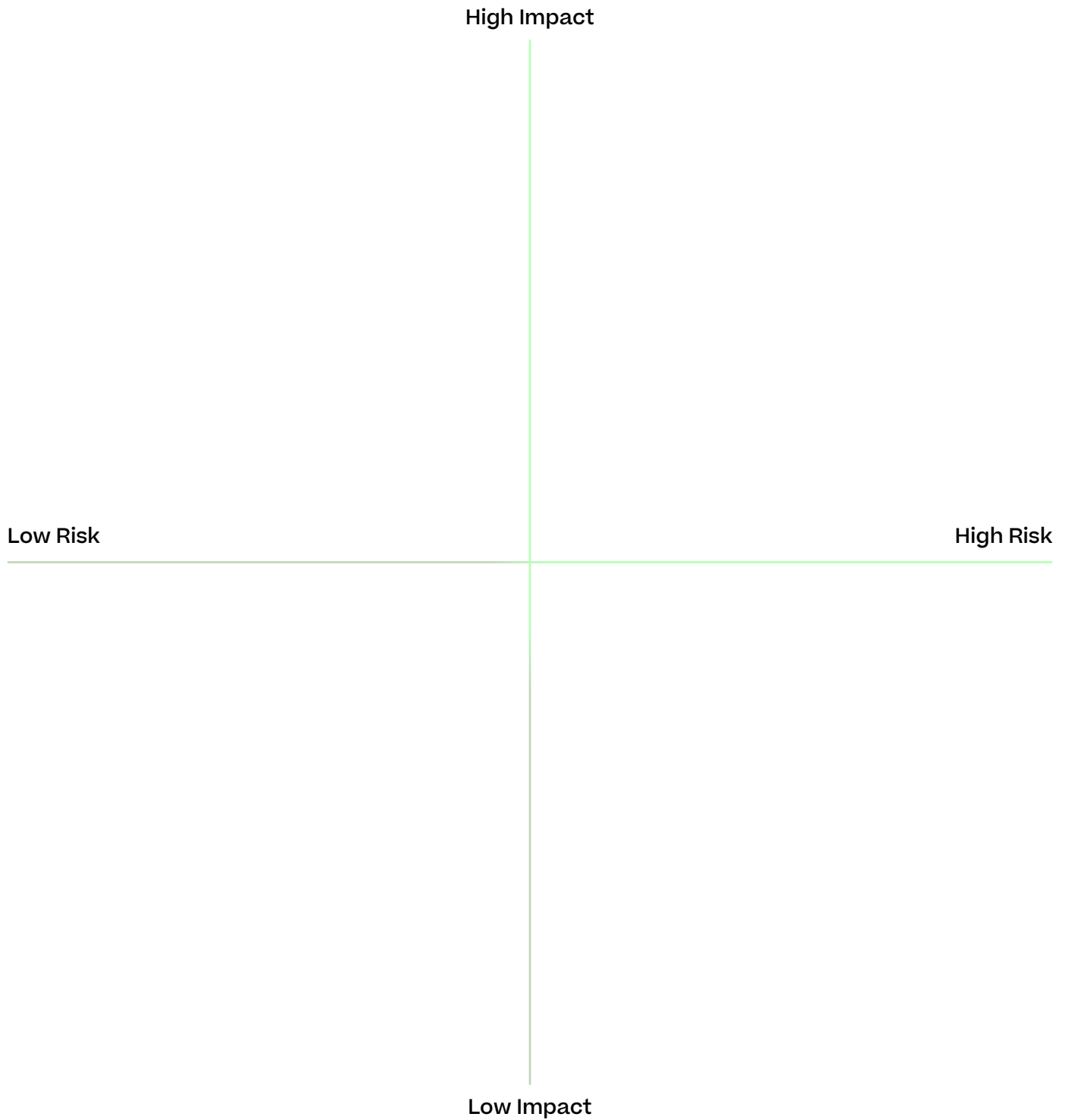
Think about some risks that might be helpful for both you and your team to take and list them in this box:

¹ Edmondson, A (1 June 1999). "Psychological Safety and Learning Behavior in Work"

² Taking Risks is defined as, ' Team members feel it is safe to take risks on this team.'

Part 2

Once you have listed the risks above, please place them in the Risk Grid below:



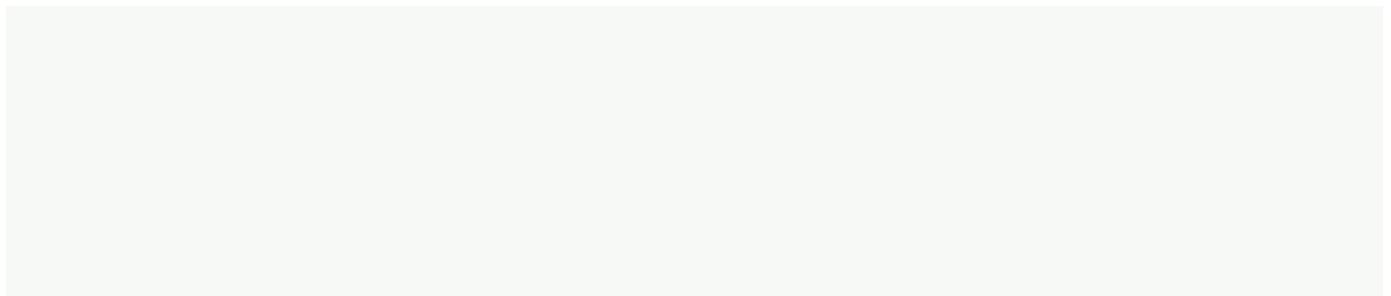
Part 3

Thank you. Once you have completed the Risk Grid above, please take a little bit of time considering the following questions:

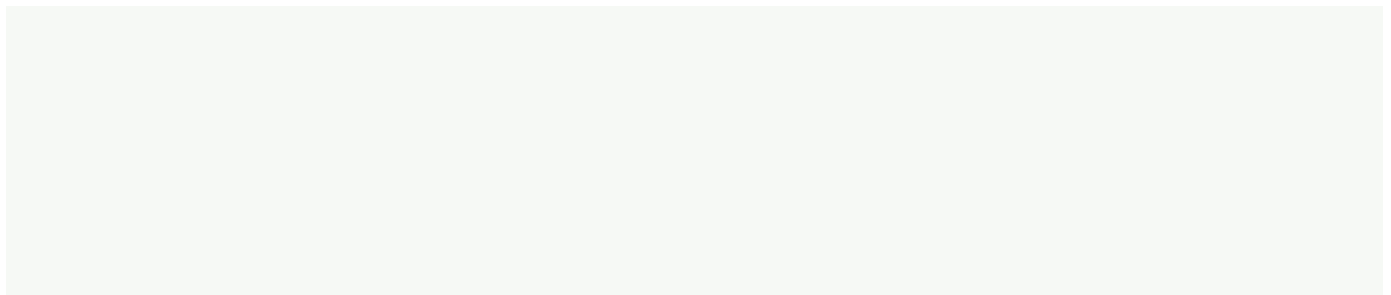
Having completed the Grid, what risk(s) are most important for us, as a team, to take?



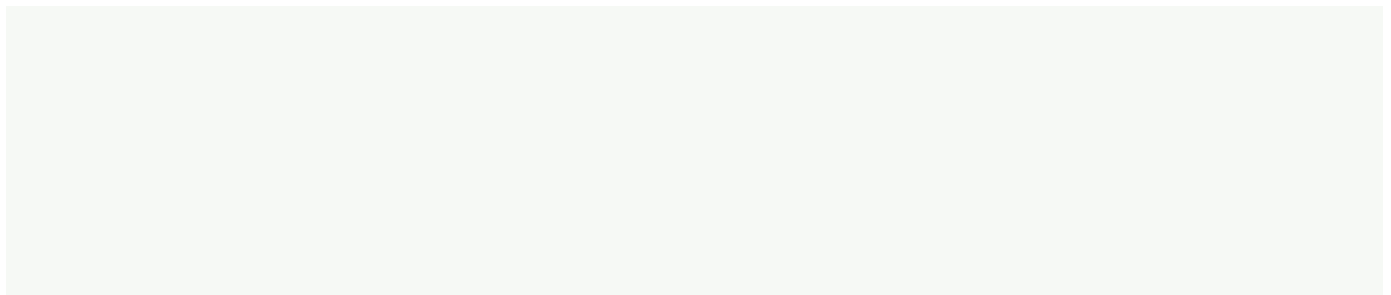
What risk(s) do I feel most comfortable taking?



What risks might I be avoiding and what support might I need to take them?



What one risk am I prepared to take in my team?



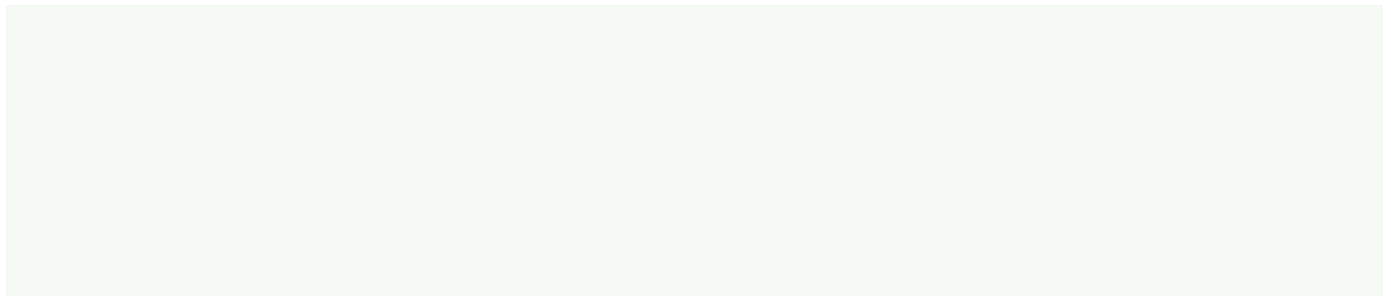
Part 4

Finally, having named a risk you are prepared to take, please reflect upon and answer the following questions:

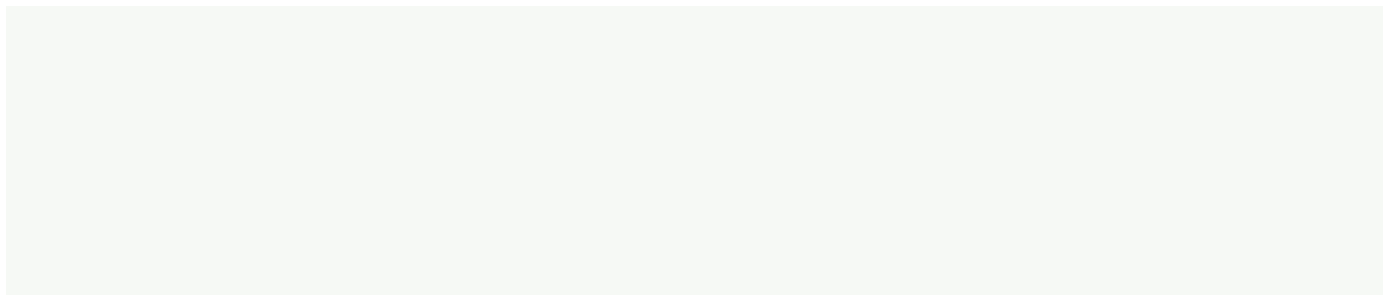
Knowing my team, what is the likely impact of me taking this risk?



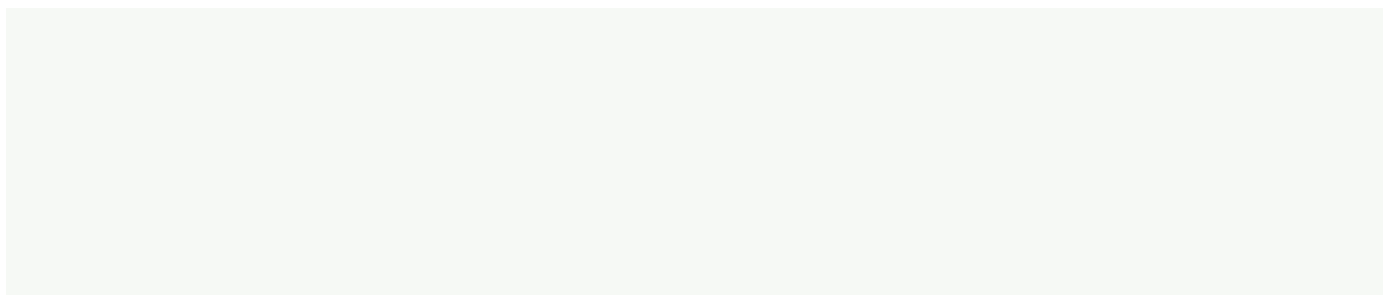
What is my positive intention behind taking this risk?



What might be a helpful way to position this risk?



What behaviours, tone and language might be helpful for me to display, in my team, when I take a risk?



How and when would I like to take this risk, and with whom?

What am I hopeful for?

Finish

Well done and thank you for completing this exercise. Please strike while the iron is hot and put something into practice as soon as you possibly can within your team.

Also, please note that sometimes other members of your team might take a risk too. When this happens, how will your response, in turn, build Psychological Safety?