



**REAL HUMAN
CONNECTION,
AUTHENTICITY AND
HEALTHY RESILIENCE IN
BUSINESS**



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call here!**

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PUTTING PEOPLE CENTER STAGE FOR HIGH PERFORMANCE TEAMS AND LEADERSHIP

The basis for high performing teams is **psychological safety** - meaning that one can trust that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes .
Only when psychological safety is established, the four other elements of a high performing team can follow - **healthy conflict, commitment, accountability, and results.**

Three steps that leaders can take to build a psychological safe environment are the following:



BUILD A GIVER CULTURE

- Bring the right people on board - givers, instead of takers
- Be aware of the toxicity of takers and avoid establishing a matching culture
- Establish help-seeking of all team members on a regular basis, e. g. in a weekly meeting



NORMALIZE VULNERABILITY

- Leaders need to act as role models for being comfortable with taking interpersonal risk
- Feedback-sharing is a helpful tool
- Share how you have been criticized in the past and what areas of weaknesses you strive to improve
- Eventually, team members will reciprocate



PROTECT THE NATURAL GIVERS

- The cost of givers can be exhaustion or in the worst case generosity burnout
- Don't punish high performers with even more work
- Cultivate a self-protective giver culture with healthy boundaries, instead of selfless, reactive giving