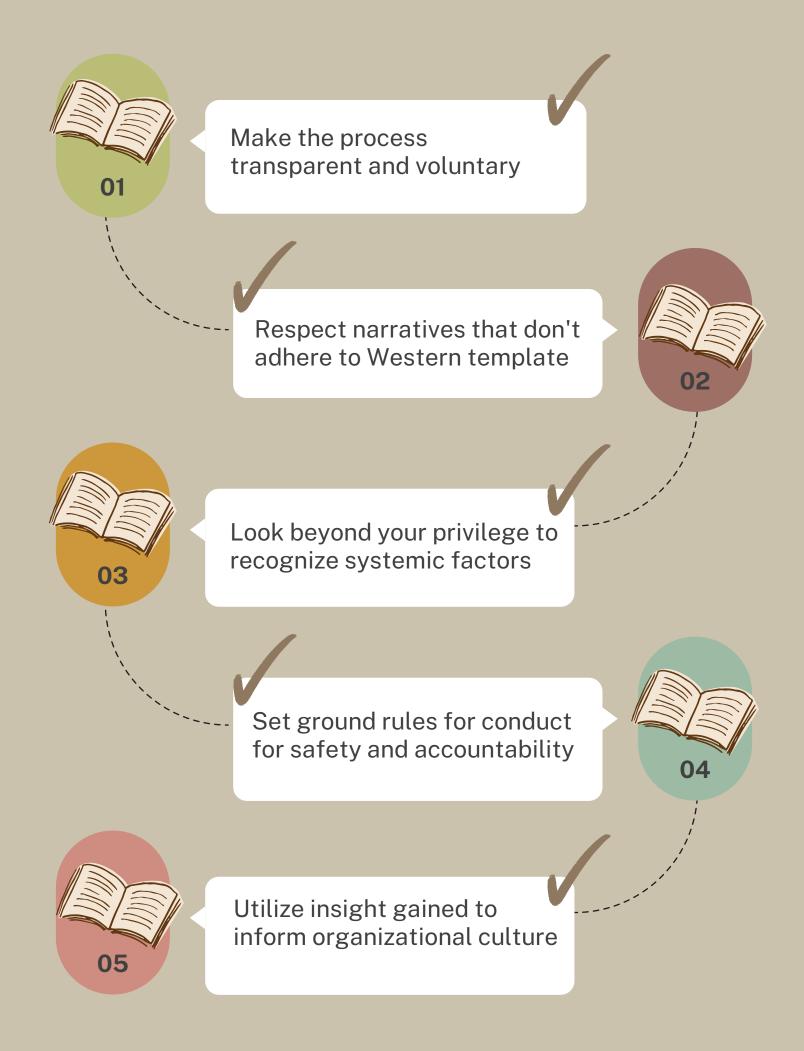
Psychological Safety Storytelling in Organizations



01

Make process transparent & voluntary

Be aware that storytelling has different meanings for people Guiding Questions:

- Are purpose & process communicated clearly and early on?
- What power & cultural dynamics may taint the consent process?

02

Respect non-western cultural narratives

Recognize that all narration styles are affected by culture Guiding Questions:

- Have we educated ourselves on non-Western narration styles?
- Are we actively building a space that honours heterogeneity?

03

Recognize systemic factors in experiences

Actively monitor own privileges in order to be present for others Guiding Questions:

- Are we actively engaging in self-reflection on power & privilege?
- Have we learned active listening & inclusive communication skills?

04

Set ground rules for safety & accountability

Ensure storytellers are safe from potential harm at every step Guiding Questions:

- Is everyone aware of their role in creating safe spaces?
- How will we hold people accountable for transgressions?

05

Inform organizational culture

Mobilize insight gained to build more inclusive & equitable spaces Guiding Questions:

- Are we continuously utilizing what we learn to better conditions?
- How can storytellers share feedback about their experience safely?