

Psychological Safety Storytelling in Organizations



Make the process
transparent and voluntary

Respect narratives that don't
adhere to Western template



Look beyond your privilege to
recognize systemic factors



Set ground rules for conduct
for safety and accountability



Utilize insight gained to
inform organizational culture



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?