

Psychological Safety

Guard Dog

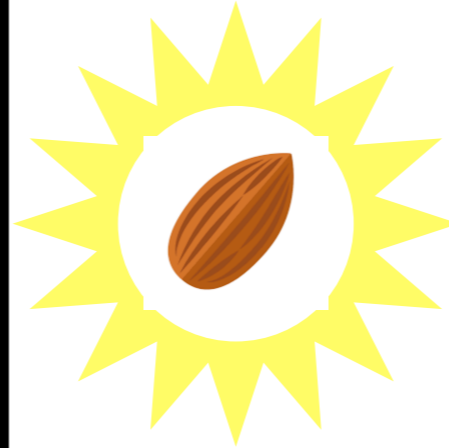
Constantly on the lookout for danger

- Predates language
- Obsessed with safety cues
- Status management

Always On

Answers...

- Are we safe here?
- What's our future with these people?
- Are there dangers lurking?



Belonging Cues

Guide Dog

Make sure you stay connected to your people

- Tracks members of the group
- Tunes into interactions
- Sets stage for meaningful engagement

Mind-sight

Basic Qualities:

Energy - Invest in the exchange that is occurring

Individualization - Treat the person as unique and valued

Future orientation - Signal the relationship will continue