

The Five Freedoms for Psychological Safety

(after V. Satir, Ungerleider and Ungerleider, T. Clark)

For Inclusion Safety

1. The Freedom to **see and hear** what is here, instead of what should be, was, or will be.
2. The Freedom to **say** what one feels and thinks, instead of what one should.
3. The Freedom to **feel** what one feels, instead of what one ought.

For Learner Safety

4. The Freedom to “**not know**” and to ask questions without waiting for permission or fear of being judged or ridiculed.

For Contributor / Challenger Safety

5. The Freedom to **contribute** ideas, even if they challenge widely held beliefs, protocols or opinions.

These five freedoms are designed to encourage a culture where people feel seen, heard, understood and valued. They help to create a sense of soothing, belonging and security and can ultimately result in a culture of high engagement and innovation.