

# Psychological Safety in the Workplace

## Clear Leadership & Expectations

Clear leadership and expectations help employees feel confident, supported, and connected. When leaders communicate openly and consistently, people are better able to manage workload, understand priorities, and feel psychologically safe. Positive outcomes include reduced stress and uncertainty, increased trust and morale, better team performance and engagement, and fewer conflicts and misunderstandings.

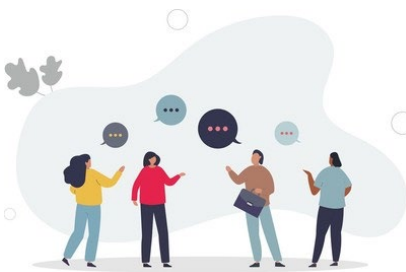
### What Clear Leadership Looks Like

- **Communicating openly** by sharing goals, priorities, and upcoming changes, and being transparent about decisions and expectations.
- **Being approachable and supportive** by encouraging questions, checking in on workloads and challenges, and being available to provide guidance.
- **Setting realistic, achievable expectations** to ensuring staff have the tools, information, and clarity they need while avoiding unclear or conflicting directions.
- **Demonstrating consistent behavior** by following through on commitments and modeling respect, calmness, and fairness.



### How Leaders Can Strengthen Psychological Safety

Leaders can strengthen psychological safety by inviting input, asking for ideas or concerns, and responding respectfully even when they disagree. Acknowledging challenges such as workload or stress shows understanding and validates staff experiences. Communicating changes early to reduce surprises creates predictability, and modeling healthy work practices reinforces a supportive, safe environment.



### What Employers Can Do

Psychological health and safety is a shared responsibility. Employees can contribute by:

- Seeking clarification early
- Sharing concerns constructively
- Giving feedback about what supports their productivity
- Staying engaged and participating in team communication

### Key Message

Clear leadership and expectations create a supportive, predictable environment where employees can do their best work. When leaders communicate openly, set realistic goals, and remain consistent and approachable, it reduces stress, builds trust, and strengthens psychological safety. Employees feel more confident when they understand their roles, know what's expected, and have regular feedback and recognition.

Watch this video for more information on Clear Leadership and Expectations

[13 Factors: Addressing Mental Health in the Workplace - YouTube](#)