## ICRC OMBUDS NETWORK Psychological Safety in Teams Survey (Training PSTF)

This Survey measures the level of Psychological Safety in your team. The results are shared only in an aggregate form, as percentages for each question and overall. The names of individual remain anonymous. Please select your level of agreement or disagreement with these statements

Strongly AgreeAgreeNeither Agree nor DisagreeDisagree

Strongly Disagree

1. If you make a mistake, in this team it is often held against you.

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| 2. | . Members of this team are able to bring up problems and tough issues. |                            |  |  |
|----|--|----------------------------|--|--|
|    | $\bigcirc$   | Strongly Agree             |  |  |
|    | $\bigcirc$   | Agree                      |  |  |
|    | $\bigcirc$   | Neither Agree nor Disagree |  |  |
|    | $\bigcirc$   | Disagree                   |  |  |
|    | $\bigcirc$   | Strongly Disagree          |  |  |
|    |  |                            |  |  |
| 3. | 3. People on this team often reject others for being different.        |                            |  |  |
|    | $\bigcirc$   | Strongly Agree             |  |  |
|    | $\bigcirc$   | Agree                      |  |  |
|    | $\bigcirc$   | Neither Agree nor Disagree |  |  |
|    | $\bigcirc$   | Disagree                   |  |  |
|    | $\bigcirc$   | Strongly Disagree          |  |  |

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| 4. It is safe to take risks in this team. |  |                            |  |  |  |
|---|--|----------------------------|--|--|--|
|   | $\bigcirc$   | Strongly Agree             |  |  |  |
|   | $\bigcirc$   | Agree                      |  |  |  |
|   | $\bigcirc$   | Neither Agree nor Disagree |  |  |  |
|   | $\bigcirc$   | Disagree                   |  |  |  |
|   | $\bigcirc$   | Strongly Disagree          |  |  |  |
|   |  |                            |  |  |  |
|   |  |                            |  |  |  |
| 5.  | 5. It is difficult to ask other members of this team for help. |                            |  |  |  |
|   | $\bigcirc$   | Strongly Agree             |  |  |  |
|   | $\bigcirc$   | Agree                      |  |  |  |
|   | $\bigcirc$   | Neither Agree nor Disagree |  |  |  |
|   | $\bigcirc$   | Disagree                   |  |  |  |
|   | $\bigcirc$   | Strongly Disagree          |  |  |  |

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| 6.   |            | one in this team would efforts. | deliberately act in a way that undermines |  |  |
|--|------------|---------------------------------|---|--|--|
|  | $\bigcirc$ | Strongly Agree                  |   |  |  |
|  | $\bigcirc$ | Agree                           |   |  |  |
|  | $\bigcirc$ | Neither Agree nor Disagree      |   |  |  |
|  | $\bigcirc$ | Disagree                        |   |  |  |
|  | $\bigcirc$ | Strongly Disagree               |   |  |  |
|  |            |                                 |   |  |  |
| 7. Working with this team, my unique skills and talents are valued and utilized. |            |                                 |   |  |  |
|  | $\bigcirc$ | Strongly Agree                  |   |  |  |
|  | $\bigcirc$ | Agree                           |   |  |  |
|  | $\bigcirc$ | Neither Agree nor Disagree      |   |  |  |
|  | $\bigcirc$ | Disagree                        |   |  |  |
|  | $\bigcirc$ | Strongly Disagree               |   |  |  |
|  |            |                                 |   |  |  |
|  |            |                                 |   |  |  |

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