

PSI

For the following statements, please select the number that best reflects your agreement or disagreement based on your perceptions and experiences within your **team environment**. There are five possible responses to each statement ranging from 'Strongly Disagree' (number 1) to 'Strongly Agree' (number 5).

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1.	I am not afraid to ask for honest feedback from my team.	1	2	3	4	5
2.	I do not worry about repercussions when I seek help from my team.	1	2	3	4	5
3.	When I disagree with the team, I feel comfortable voicing my opinion.	1	2	3	4	5
4.	I am not afraid to speak up to my team about my concerns.	1	2	3	4	5
5.	I am not afraid to advocate for others within my team.	1	2	3	4	5
6.	My team cares about my well-being.	1	2	3	4	5
7.	I trust my team members.	1	2	3	4	5
8.	My team makes me feel included.	1	2	3	4	5
9.	I feel respected by my team.	1	2	3	4	5
10.	I have a good relationship with my team members.	1	2	3	4	5
11.	I feel a sense of belonging on my team.	1	2	3	4	5
12.	People in the team embrace members' diverse perspectives.	1	2	3	4	5
13.	There are services in the organization to help those in need.	1	2	3	4	5
14.	There are policies in place to protect me.	1	2	3	4	5

**PSI**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
15. Supportive resources are accessible.	1	2	3	4	5
16. I know where to seek help in my organization when I need it.	1	2	3	4	5
17. Resources are available to enhance my performance.	1	2	3	4	5
18. If something goes wrong, I know where to find information to solve the issue.	1	2	3	4	5
19. My position is secure.	1	2	3	4	5
20. My future with the team is clear.	1	2	3	4	5
21. I identify myself as an important member of my team.	1	2	3	4	5
22. I do not worry about being let go from the team.	1	2	3	4	5
23. I am stable in my position.	1	2	3	4	5
24. I feel confident in my position.	1	2	3	4	5
25. My leader(s) encourage a culture of inclusion.	1	2	3	4	5
26. I trust my leader(s) to be honest with me.	1	2	3	4	5
27. My leader(s) provide effective guidance.	1	2	3	4	5
28. I receive constructive feedback from my leader(s).	1	2	3	4	5
29. My leader(s) coach me to be better.	1	2	3	4	5
30. My leader(s) act quickly to correct problems.	1	2	3	4	5

# INSTRUCTIONS AND SCORING

## Psychological Safety Inventory (PSI)

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### Calculating Scores

The 30-item PSI is composed of 5 subscales. To obtain a total Psychological Safety score, calculate the mean score across all 30 items. To derive subscale scores, calculate the mean score of items for each of the following domains:

**Interpersonal Risk-Taking** (items 1-5)

defined as a sense of confidence that the team is safe for interpersonal risk-taking (i.e., speaking up about mistakes, asking for help, seeking feedback, experimentation).

**Mutual Trust/Respect** (items 6-12)

refers to perceptions of the team environment whereby individuals exhibit trust and mutual respect. Team members care about and are interested in each other as individuals. Members also share positive intentions to be helpful and respect each other's contributions.

**Organizational/Structural Support** (items 13-18)

characterized by the presence of structural features such as adequate access to resources, information, and rewards to promote a sense of support.

**Identity and Clarity in Context of Team** (items 19-24)

refers to perceptions of positive individual identity, importance, and security within the team.

**Supportive Leadership** (items 25-30)

reflects one's perceptions of positive leadership defined through effective guidance and support, encouraging personal growth, and prioritizing the open and efficient resolution of issues.

Total scale and subscale scores will range from 1-5, with 5 representing higher levels of psychological safety.

### How to Cite this Scale

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