

# Trust and Psychological Safety



Trust is the foundation of every high-performing team, and psychological safety is what allows trust to flourish. This session builds on the principles introduced in Great Team Foundations and takes your leaders and teams deeper into what it takes to create an environment where people feel safe to speak up, take risks, and bring their best selves to work.

## Session Overview

Participants explore trust at multiple levels; self-trust, relationship trust, and team trust, to discover how these elements interact to drive team success. The session demystifies psychological safety, showing what it looks like in action and why it is critical for open communication, learning, and high performance. Through practical models, frameworks, and exercises, teams learn how to foster trust and psychological safety in their day-to-day interactions.

## What Participants Will Gain

- A clear understanding of trust at multiple levels: learning how self-trust, relationship trust, and team trust interact and why each is essential for team success
- Insights into psychological safety: understanding what psychological safety looks like in action and why it is critical for open communication, learning, and high performance
- Practical tools and frameworks: models and exercises that can be used immediately to build trust and psychological safety in teams
- Guidance on team charters: discovering how to develop a team purpose and set expectations and norms that support trust and psychological safety

Duration Options : 60 minutes, 2 hours, or half day.

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713.705.3815



barbara@acceluspartners.com

[www.acceluspartners.com](http://www.acceluspartners.com)