

How to make your team better

In today's work concepts, teams play an immensely important role. It is therefore all the more surprising that many companies still believe that it is enough to hold a team event once a year to cultivate the "team spirit". But what distinguishes a successful team from others? Possibly you are now answering: The right people in the right place. Unfortunately, no - or at least - not only.

Google investigated the secret of successful teams in great depth, and the results showed that it is not roles or "matching" personalities that are decisive for success, but psychological security that is the most significant factor. The decisive factor is therefore not who works together in a team, but how work is done there.

But what does "psychological safety" mean? Researcher [Amy Edmondson](#) defines it this way: "Psychological safety is the shared belief among all members of a team that it is safe (within the team) to take interpersonal risks.". In other words, knowing that you won't be punished or humiliated for speaking up with questions, comments, concerns or mistakes.



The [project team](#) of the study "Microinterventions to increase psychological safety in the workplace".

One help here is the "Psych-Safety-Training" developed by the ZHAW and the Bern University of Applied Sciences. Within a few weeks, significant improvements in the psychological safety of teams can be achieved. This in turn considerably strengthens the efficiency and innovative

power of the teams, as an accompanying study by the two universities of applied sciences shows. As an implementation partner of this study, I was able to observe this effect

The training consists of weekly small nudges, which take no more than fifteen minutes to complete. Each week there is a new one, such as saying "yes, and" instead of "yes, but", or "listening attentively", or "practicing appreciation". Have I sparked your interest? You can find detailed training instructions [here](#) free of charge. I am sure that your teams will benefit from it as well!

Best regards
Roland Haas

P.S. If you would like to study the findings of the Google study mentioned above in more detail: [Here](#) you will find the results.