

**CREATING PHYSIOLOGICAL, EMOTIONAL & PSYCHOLOGICAL SAFETY**

**WORKSHOPS | TRAINING PROGRAMS | COACHING**

# **HUMAN MECHANICS OF PSYCHOLOGICAL SAFETY**

***CREATING THE CONDITIONS FOR CLEAR THINKING, HONEST  
COMMUNICATION, AND PERFORMANCE UNDER PRESSURE***

***90-MINUTE TEAM WORKSHOP***





## Psychological safety is the foundation of high performance...



Most psychological safety training teaches people to speak up. It doesn't explain why they freeze when it matters

When someone perceives social threat at work, being dismissed, ignored, or shut down, their body responds the same way it responds to physical danger.

They go quiet. They comply without committing. They avoid conflict until it explodes.

Those aren't personality traits. They're protection responses. And once you know how to recognise them, you can address them before they cost you.

Performance breaks down under pressure when people don't feel safe enough to speak, question, or take responsibility.

That silence results in missed problems, delayed decisions, and trapped energy where teams spend more time navigating polite silence than driving results.

Psychological safety determines whether teams raise problems early, challenge decisions that carry risk, and collaborate instead of protecting themselves.

When teams feel safe to speak, you gain a real competitive advantage.

Information flows without filters, small issues get resolved before they become expensive problems, and talented people stay engaged because their voice carries weight.

This 90-minute workshop builds a shared understanding of how fear, pressure, and everyday team interactions shape communication, trust, and performance, starting immediately.

# WHAT YOUR TEAM WILL LEARN

## **Understanding Psychological Safety**

What psychological safety actually is and why it's a mechanical requirement for performance, not a culture initiative. We look at how the nervous system responds to social threat the same way it responds to physical danger, and what that means for decision-making, accountability, and the speed of your business

## **Identifying the Roots of Friction**

The meeting where nobody pushed back. The email that should have been a conversation. The colleague who stopped contributing six months before they resigned. We teach teams to read the early signals, before small friction becomes expensive conflict.

## **Listening to De-escalate**

When pressure is high, people stop listening and start defending. We give teams the specific skills to stay in the conversation, so a concern gets raised in the corridor instead of turning into the HR issue you have to manage next quarter.

## **Building Trust Through Daily Actions**

Trust isn't built in team-building days. It's built, or eroded, in the two-minute interactions that happen every day. We identify the small, repeatable behaviours that compound into the kind of trust that holds under pressure.

## **Feedback Without Defensiveness**

If your team only gives feedback in performance reviews, you're already too late. We give people a practical framework to make feedback a normal, low-friction part of how work gets done, not a conversation everyone dreads.

## **Turning Tension Into Forward Movement**

Disagreement isn't the problem. Unmanaged disagreement is. We give teams a shared language to turn tension into a decision rather than a stand-off, so conflict moves the work forward instead of stalling it.

# OUTCOMES & PRICING



This session creates a shared language and communication baseline that teams use to surface risks early, challenge decisions effectively, and maintain performance under pressure.

This isn't awareness training. It's a system reset, giving your team the tools to recognise protection patterns and restore safety before performance suffers.

After 90 minutes, your team will:

- Understand how fear and pressure change behaviour and what helps people raise concerns instead of defaulting to defensive silence.
- Recognise early signs of silence, avoidance and passive-aggression before they become expensive problems, delays, or resignations.
- Have tools to communicate more clearly in meetings and day-to-day work.

- Be able to give and receive feedback with less friction.
- Apply small daily actions that strengthen trust, stabilise relationships and encourage shared responsibility.
- Have a shared language for naming and addressing protection patterns before they become performance problems.

**This workshop is often used as the starting point before deeper leadership work, once teams are aligned and communication stabilises.**

## 01 Delivery Details

- **Duration:** 90-minute interactive workshop
- **Format:** In-person or virtual
- **Audience:** Suitable for all staff across all levels
- **Group size** (guideline):
  - Up to 40: recommended for discussion + practice
  - 40–100: accommodated with structured facilitation, contact Ann to discuss format

## 02 Company Investment

- Virtual: R9,500
- In-person: R12,500 excl travel

# 03 Next Step

Contact Ann to find out if Human Mechanics of Psychological Safety is the right fit for your team.

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