

# PIA SAFE QUARTERLY



Peers in Anesthesiology Supporting a Fair Environment

January 2024



## COMING SOON!

### Tacos & Training

### Tues Feb 6, 6-7:30pm

### Hacienda Restaurant

### 9748 Manchester Rd

Come learn about peer support from Dr. Doug Char, director of the WashU Clinician Support Program, and Dr. Molly Huston, director of the BJH Peer Advocate Program. We will be learning about ways to normalize seeking support after adverse events and actions we can all take to better advocate for our peers. These are two phenomenal programs we all can learn from!

Hope to see lots of you there!

**Want to learn more about Psychological Safety? I have a podcast for that!**



Rachel Moquin and I talk with Dr. Jenny Duncan of WashU GME wellness about ways to improve learners' psychological safety! Give it a listen! Link below!

# SAFETY FIRST

## What is psychological safety and why is it so important?

Psychological safety is a hot buzzword right now, but what does it *really* mean? There are many definitions, but a definition I like to use is that psychological safety is a shared belief held by members of a team that it's OK to take risks, express ideas and concerns, speak up with questions, disagree openly, and admit mistakes, – all without fear of negative consequences. It's felt permission for candor and lack of interpersonal fear.

Two important points to consider are psychological safety is not a binary "on/off" phenomenon but a dynamic that changes throughout the team's journey. We all also have different and ever-changing degrees of vulnerability and power, which can greatly affect how we feel and perceive situations.

### There are 4 stages to psychological safety:

- 1. Inclusion Safety** – members feel safe to belong to the team. They are comfortable being present, do not feel excluded, and feel like they are wanted and appreciated.
- 2. Learner Safety** – members are able to learn by asking questions. Team members here may be able to experiment, make (and admit) small mistakes, and ask for help.
- 3. Contributor Safety** – members feel safe to contribute their own ideas without fear of embarrassment or ridicule. This is a more challenging state because volunteering your own ideas can increase the psychosocial vulnerability of team members.
- 4. Challenger Safety** – members can question others' (including those in authority) ideas or suggest significant changes to ideas, plans, or ways of working.

### PIA SAFE Pro Tip: Ways to improve the Psychological safety of your team!

- YOU may feel like the environment is safe, but others may not feel the same way! Check-in with teammates who may be in a more vulnerable position and ensure their safety is considered! Don't assume others feel the same level of safety you do!
- Normalize not knowing the answer! (We all have to use Google sometimes, and certainly, we all make mistakes! Own up to it with grace and openness!)
- Understanding and awareness of power dynamics- Especially with our learners!
- Your name is not Anesthesia! Make sure all members of your team are introduced, names pronounced correctly, and feel included in the team!



<https://podcasts.apple.com/us/podcast/06-psychological-safety/id1706558487?i=1000641368753>