

# World Mental Health Day

A Holistic Approach to Mental Health:  
What is Psychological Safety?

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## **Adrian shares his knowledge to make others perform in a better way**

- Director - Management Drives Asia
- Consultant and Executive Coach
- Passionate in Design Thinking; Experience in Design
- Focus on Leadership Development and Culture Transformation
- Degree in Business Administration

## **The agenda for today**

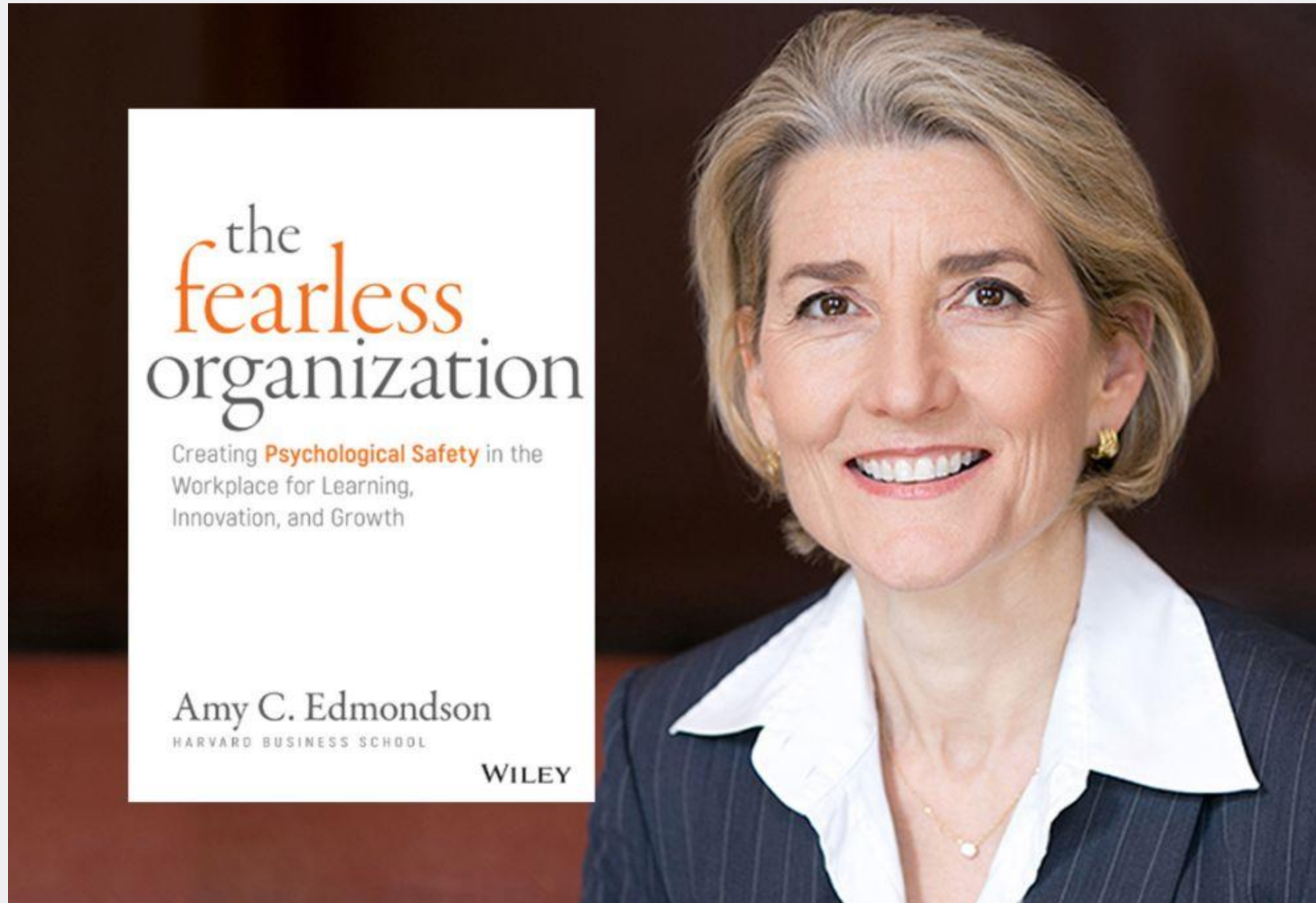
- Introduction
- What is psychological safety?
- Case Study
- What is your Workplace Psychological Safety?
- Management Drives
- Do you have a blind spot?
- Inclusive Leadership
- How can we all do Better?
- Q&A

# Psychological Safety at Work

A situation where employees hesitate to speak up due to fear of repercussions, leading to stress and disengagement.



# Psychological Safety



“Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.”

- Amy Edmondson



# Case in Point: The Blame Culture

- A manufacturing company's operations team is responsible for meeting quarterly production targets. The team regularly holds quarterly review meetings, which have become a source of tension among employees. In one particular meeting, the leader, Mr. X, began the session by reviewing a recent operational mistake that had caused a brief production delay. While the team had already flagged and resolved the issue before the meeting, Mr X demanded to know who was responsible for the error.

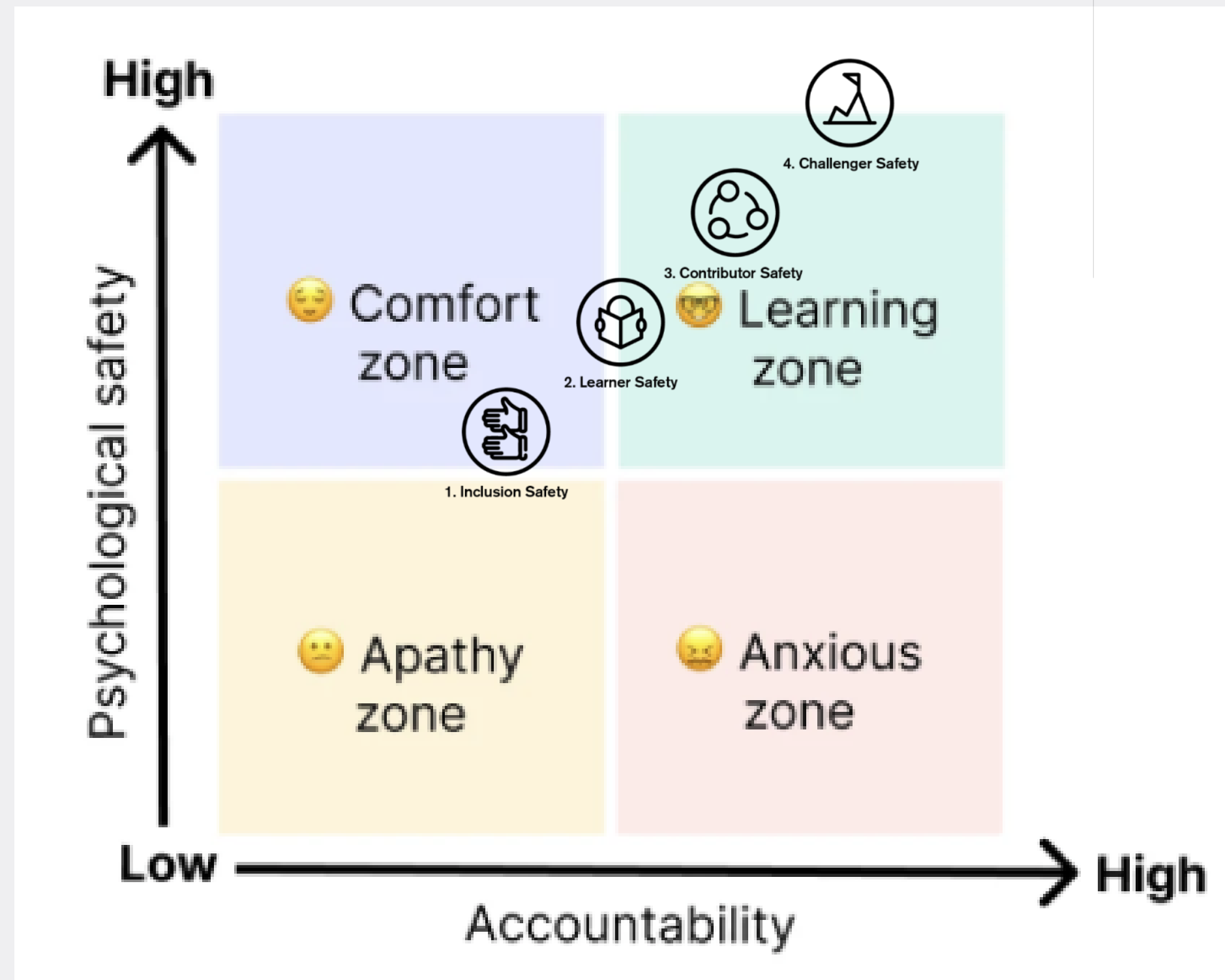




# Detrimental Impact

- Employees feel unsafe sharing ideas or admitting mistakes for fear of being blamed.
- Team members are experiencing high stress levels, particularly around the quarterly meetings.
- There's a growing culture of avoidance and lack of transparency.
- The team's morale and trust in leadership are declining.

# Where are we at Work?



4 Stages of Psychological Safety





# Management Drives



# Drives show your intrinsic motivation

- every person has a number of drives
- determine WHY you do something or don't do, direct your behaviour
- derive from the way we look at this world
- determine how you see your organisation
- are not GOOD or BAD
- are about your working situation
- evolve from nature, nurture & culture

# Six drives

Wants **harmony**,  
good mutual  
**relationships**

Wants  
**understanding**  
and **freedom**

Wants to  
**make a difference**

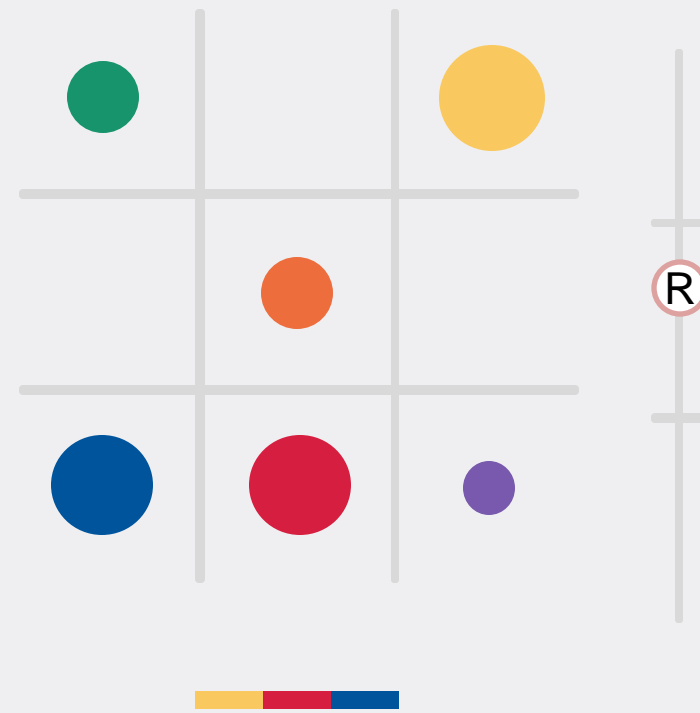
Wants to **create**  
**clarity** and  
**certainty**

Wants **strong**  
**action** with a high  
impact

Wants **safety**,  
**security** and  
to feel like **family**

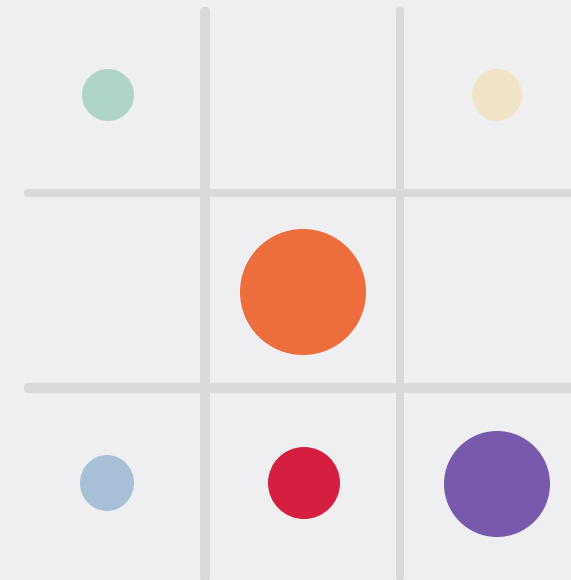
# The four elements of an individual profile

Logic



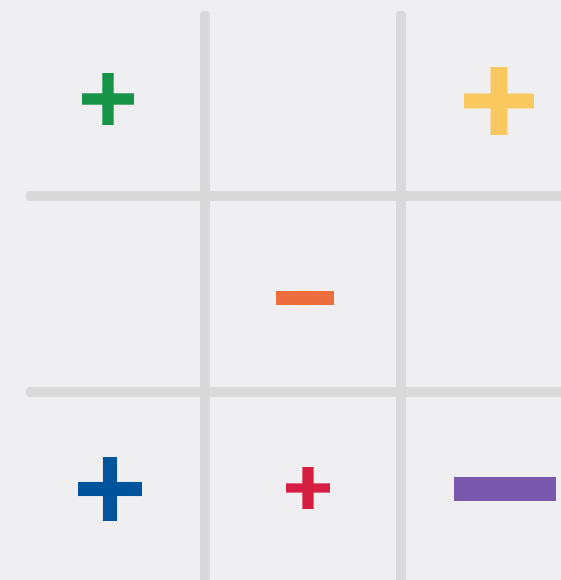
What drives you and what is the sequence?

Rejection



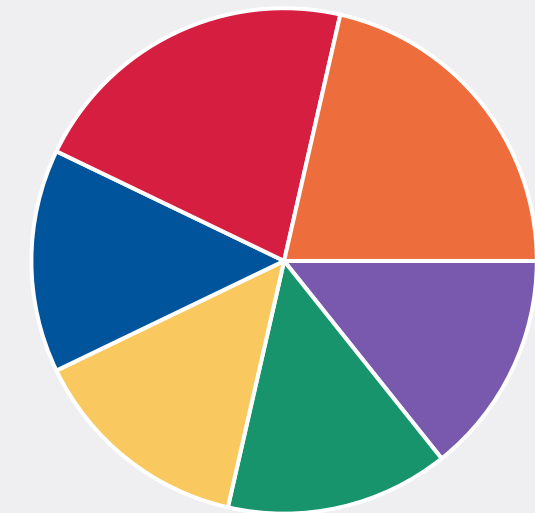
What behaviour or culture irritates you?

Energy Balance



What energizes you or drains your energy?

Mindset



Which drives and behaviours engage you the most?  
Your profile under pressure?



Sharing unsolicited opinions, gossiping, or meddling in someone else's affairs



Cynical behavior and criticism of all ideas and solutions



Being caught up in the daily rush and not reflecting on one's own role when things go wrong

**Do you have a blind spot?**



Wanting to control and regulate everything or displaying bureaucratic behavior



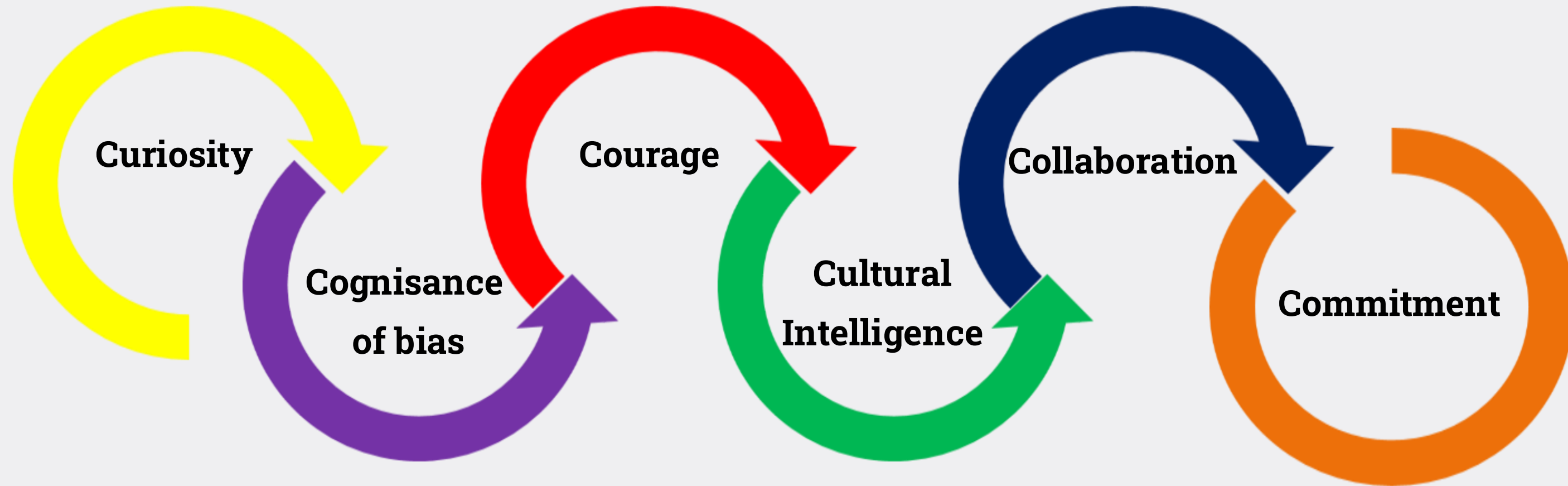
Does everything have to be done now? Becoming short-tempered or starting to force things



Becoming suspicious, distrustful, or overly protective of their own team



# Inclusive Leadership Traits



# How can we all do better?



- How can we enhance our Communication?
- How can we provide better performance feedback and compliments?
- How do we build Trust in the team?
- What is our Team Culture? How can we take action to create change?
- How can we be better leaders?

# THANK YOU

Mental Wellness in Focus:

A Conversation for World Mental Health Day

