

## Why Psychological Safety matters too

### A Guinea

Senior Safety and Leadership Consultant

The Guinea Group of Companies PL, Gladstone, QLD 4680 [anton@theguineagroup.com.au](mailto:anton@theguineagroup.com.au)

Dip Eng (Industrial Management), BBA (HR Management), Postgrad Dip (Maintenance Management)

Golden Key International Honor Society

### **ABSTRACT**

Psychological safety and physical safety are inextricably linked through the delivery of leadership that considers the whole person, and their potential contribution to the safety process, and to the workplace. The key elements of psychological safety (recognition of contribution and reporting of incidents) coupled with the key elements of physical safety (communication, capture and challenging or norms) create the framework for how leaders can create a humanised safety culture. Leaders who keep human factors at front of mind (including psychosocial interactions with workplace behaviour) engage staff to contribute, not just comply. Leader driven psychological safety gives team members a voice, a responsibility, and the ability to make a difference to their site, and to their team. The leader who understands the psychological elements of the human work experience is better placed to be an engaging and care factor focused leader, who develops highly effective, emotionally responsible, and emotionally resilient teams. This is a moral obligation for all leaders.

Leaders also have a legal safety obligation to their site and the teams. Because leadership success relies on team output (and input), everyone's (including the mine's) legal obligations can only be achieved with employee participation and engagement. And, a willingness to consider all legal requirements as a minimum standard, and a standard that can be improved on, based on site requirements and site safety goals, objectives, and specificities. Industrial negligence is a real risk, and this session will share the experience of someone that was charged and jailed for not meeting her legal safety obligations.

Psychological Safety, Physical Safety, Leadership, Engagement, Obligations