



Invest in Your Wellness with Wellness Works®

Welcome to the UBA Partner Firm exclusive newsletter focusing on your biggest and most personal asset – wellness.

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Establishing Psychological Safety at Work

Have you ever hesitated to speak up at work because you weren't sure how your ideas would be received? You may have held back a suggestion in a meeting or avoided bringing up a concern out of fear it might not be taken well. You're not alone. Psychological safety is about sharing your thoughts without fear of judgment or negative consequences. Studies show that when workplaces build psychological safety, [employees are more engaged, creative, and willing to take necessary risks that drive success.](#)

How You Can Help Build Psychological Safety

Creating a work environment where you and your colleagues feel safe contributing doesn't happen overnight. It takes commitment, trust, and open communication. Here's what you can do to make a difference.

Speak up and encourage others to do the same.

If something isn't working or you have an idea, share it. Creating space for others to do the same sets a tone that everyone's input matters. Teams with strong psychological safety are far more likely to openly discuss challenges without fear of negative consequences.

See mistakes as learning opportunities.

No one gets everything right all the time. Instead of dwelling on what went wrong, focus on what can be learned and how to move forward. When you model this mindset, you make it easier for others to do the same.

Be open to different perspectives.

When someone shares a viewpoint different from yours, resist the urge to shut it down. Instead, ask questions, show curiosity, and look for ways to build on ideas rather than dismiss them.



Why Psychological Safety Matters for You

When you feel safe expressing yourself at work, everything changes. Here's what you stand to gain.

More confidence and engagement.

Knowing your voice matters makes you feel more motivated to contribute and take ownership of your work.

Stronger collaboration and teamwork.

Open, honest conversations lead to better problem-solving and stronger connections with your colleagues.

Less stress and frustration.

When you don't have to constantly worry about how you're perceived, you can focus more on doing great work and less on navigating office politics.

Simple Ways to Take Action

If you want to be part of creating a psychologically safe workplace, start with these small but meaningful steps.

Be open about your challenges and mistakes.

When others see that you're willing to be honest, they'll be more likely to do the same.

Encourage feedback and listen actively.

Make sure people feel heard by acknowledging their ideas and responding with curiosity rather than immediate judgment.

Set the tone for respectful conversations.

Whether in meetings, one-on-one discussions, or casual chats, be someone who encourages dialogue rather than shuts it down.

Psychological safety isn't just a nice-to-have—it's a game-changer. When employees feel comfortable speaking up, organizations see more significant innovation, stronger teamwork, and better overall performance. But more importantly, it creates a workplace where you and everyone around you can grow, contribute, and thrive. By creating an environment where people feel safe to share their ideas and concerns, you're not just improving your work experience—you're helping to shape a culture that benefits everyone.



Wellness Works® Book Review | The Alchemy of Talent: Leading Teams to Peak Performance

Vijay Pendakur's [The Alchemy of Talent: Leading Teams to Peak Performance](#) offers a research-backed approach to unlocking team potential. In a world where disruption fatigue leaves employees disengaged, this book provides a strategic framework for leaders to foster resilience, drive innovation, and turn friction into productive energy.

Highlights

Key Concepts

At the heart of *The Alchemy of Talent* is that teams thrive not in spite of friction, but because of it—when managed effectively. The book explores "talent catalysts," factors that transform everyday challenges into moments of peak performance. Pendakur integrates behavioral science and organizational psychology insights to show leaders how to harness these forces for maximum impact.

Practical Applications

This book doesn't just explain theory—it equips leaders with actionable strategies. Each chapter offers tools to improve team communication, adaptability, and problem-solving. Leaders will find guidance on fostering trust, leveraging diverse perspectives, and creating an environment where individuals push beyond their limits to achieve shared success.

Impact

Pendakur's approach helps leaders move beyond traditional management techniques to develop high-performing teams that thrive in complexity. By applying these principles, leaders can reduce burnout, boost engagement, and transform workplace challenges into opportunities for growth.

The Final Word

The Alchemy of Talent is more than a leadership book; it's a guide to unlocking a team's full potential. By applying its principles, leaders can build resilient, high-achieving teams that consistently deliver outstanding results. Whether navigating workplace uncertainty or striving to take your team to the next level, this book can be a valuable resource for managers looking to elevate team performance and create a culture of continuous growth.