

Psychological Safety Assessment

Team Baseline & Tracking Tool

A companion resource from Agile Meets AI, Chapter 7

Psychological safety is "the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes." — Amy Edmondson

Use this assessment to establish a baseline and track changes over time. Have each team member complete it individually, then discuss aggregate results together.

Team: _____ **Date:** _____

Rate each statement: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

#	Statement	1	2	3	4	5
1	I feel safe to take risks on this team without feeling insecure or embarrassed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	When I make a mistake, it is not held against me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Team members can raise problems and tough issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	People on this team never reject others for being different.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	It is safe to ask for help from anyone on the team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	No one on this team would deliberately undermine my efforts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	My unique skills and talents are valued and utilized.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	I can share concerns without fear of negative consequences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Team members genuinely care about each other's well-being.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	I feel comfortable challenging ideas, even from senior team members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	When something goes wrong, we focus on learning, not blaming.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	I can admit when I don't know something.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scoring & Interpretation

Individual Score Total: ____ / 60	Team Average Average: ____ / 60
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48-60	High Safety — Team has strong foundation. Focus on maintaining and modeling for others.
36-47	Moderate Safety — Good foundation with room for growth. Identify specific areas to strengthen.
24-35	Low Safety — Significant concerns. Prioritize building trust through daily practices.
12-23	Critical — Team is struggling. Consider outside facilitation to address root causes.

Team Discussion Questions

After reviewing aggregate scores, discuss:

- Which statements had the lowest scores? What might be contributing to this?
- Which statements had the highest scores? How can we protect these strengths?
- What one practice could we adopt this week to improve our lowest-scoring area?
- How will we know if psychological safety is improving?

Tracking Over Time

Reassess quarterly to track progress. Record scores and note any significant team changes or events that may have influenced results.