

Five-minute reflection

Psychological safety in veterinary teams

Take five quiet minutes to reflect honestly on the everyday behaviours that help people feel able to speak up. Focus on one small change within your control.

1

What does your team already do that makes it easier for people to speak up?

Think of one behaviour that helps people ask questions, contribute ideas or raise concerns.

2

In which situations could speaking up feel easier in your team?

Think about a situation, routine or type of conversation rather than an individual person.

3

What is one small behaviour you will try at your next opportunity?

Tick one option, or write your own. Keep it specific and realistic.

- ☐ Ask one additional question
- ☐ Thank someone for raising a point
- ☐ Invite input from someone who has not yet spoken
- ☐ Respond to a concern with curiosity
- ☐ Say when you are unsure
- ☐ Follow up on what happened next
- ☐ My own action:

MAKE IT REAL

I will:

My first opportunity to try this will be:

Psychological safety grows through small, consistent behaviours in everyday conversations.

This tool is for personal reflection and constructive team discussion. It should not be used to assess, compare or score individual colleagues.