MANAGING THE RISKY BUSINESS OF BAD BOSSING

WHAT HAPPENS WHEN PSYCHOLOGICAL SAFETY IS LACKING
Charting the course for

**PSYCHOLOGICAL SAFETY**

*Navigating the Relation “SHIP” – we’re in this journey together*

Presented by Dr. Debra Dupree

www.relationships-at-work.com
THE POWER OF CONNECTION

3 questions

1) What does bad bossing look like? What about good bossing?

2) What does “psychological safety” mean to you?

3) What does performance look like when people feel safe...when they feel unsafe?
Working with people today demands a consultative spirit to uncover their needs, values, fears & concerns to reach resolution.

The ability to handle CONFRONTATION with AUTHENTICITY and CREDIBILITY is essential!

Question #1: How do I avoid a bad bossing / bad behavior reputation?
HOW PSYCHOLOGICAL SAFETY IS THREATENED

• Interrupting
• Shutting down
• Demeaning, belittling tone
• Making unclear requests or not making requests at all
• Not communicating expectations
• Actions don’t match the words
• Breaking promises without mending the break

The Story of the Meter Team
Question #2: Why Does Psychological Safety Matter?

The Cost of Psychological Safety when it comes to Bad Bossing
THE UNEXPECTED IMPACT ON TRUST

The Story at Port Hueneme
BUILDING

For Psychological Safety

Question #3:
How do I build trust?

A 2-minute activity
It’s easier to persuade people if they trust you.

When people trust you, they feel you’re a professional with credibility and it’s easier to convince them to implement your ideas!
A Powerful TIP for Building Psychological Safety

People seldom remember what you said, but, they will remember how you made them feel!

Maya Angelou
YOUR ACTION PLAN

• **STOP:**
  What will you stop doing because it doesn’t work or get you where you want to go?

• **START:**
  What will you commit to doing differently?

• **GO:**
  What will you continue to do because it’s effective?
MANAGING THE RISKY OF BAD BOSSING

What Happens When Psychological Safety is Lacking

THANK YOU!

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