

A Facilitator's Guide to Creating Psychological Safety in the Training Room

1 Consider Neurodiversity

Design, develop and deploy with neurodiverse needs in mind and understand how neurodiversity impacts workplace learning.

2 Begin with Information

Ensure you begin by outlining the structure and duration of the session and sharing housekeeping details.

3 Create Soft Contracts

Establish expectations around confidentiality and respectful communication from the start.

4 Model Behaviours

Facilitate with inclusive, respectful and curious energy, setting the tone for the session.

5 Welcome Discourse

Invite questions and discussion. Actively listen and validate participants contributions.

6 Promote Diverse Perspectives

Support dissenting views and encourage alternate perspectives to foster creative thinking and problem-solving.

7 Balance Support & Challenge

Design content that stretches participants while offering support tailored to individual needs.

8 Clarify Feedback Expectations

Collectively agree on how feedback will be provided constructively to avoid a "pile-on" approach.

9 Foster Open Communication

Normalise conversations about DEI & Belonging, Neurodiversity, and Mental Health & Wellbeing.

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