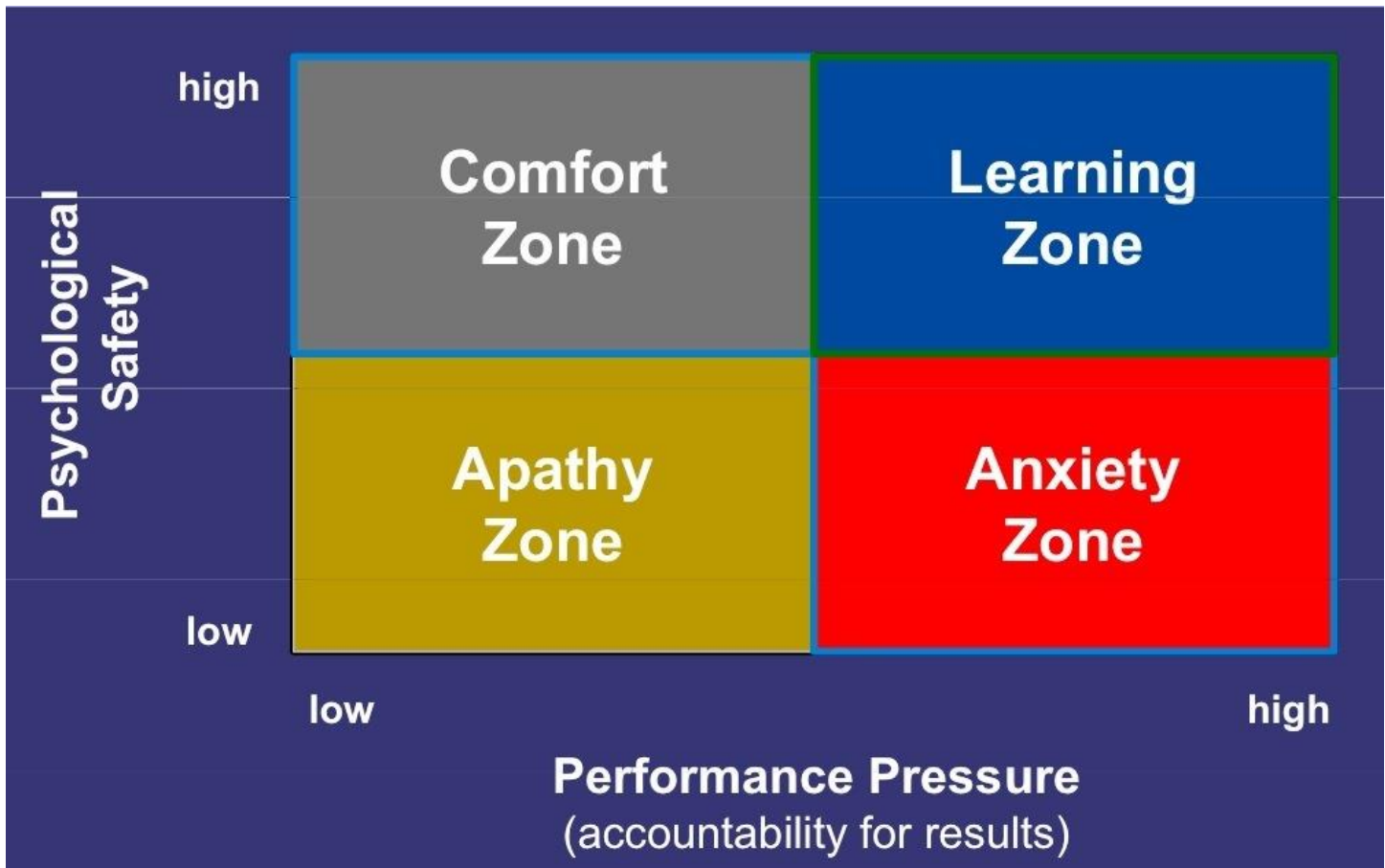


# PSYCHOLOGICAL SAFETY = “YES AND...”

## USING IMPROV to enter the LEARNING ZONE



In 2015, Google released the findings of their 4-year study into what makes a successful team. Project Aristotle found that the most consistent factor behind team success is Psychological Safety – meaning every member of that team feels safety to contribute and has a sense of value to the project.

“YES!” is all about accepting your colleagues and their contributions to the team. We create a safe space and level playing field for all. We accept our colleague 100% as is. EVERYTHING they say and do. We do not judge. We do not fear. We trust each other AND ourselves.

“AND...” is all about contributing valuable work and information to the team. We are going to take this to the next level by accepting our colleagues’ work, building upon with our own contributions. Performance drive is not a selfish process. We have a collective ambition to grow and achieve together as a team.

When the whole team embraces “YES! And...” we enter the learning zone together. No challenge is insurmountable when we work together in a supportive exchange of ideas and actions.

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A division of Improv Theater LLC 212-568-6560 [eightimprov@gmail.com](mailto:eightimprov@gmail.com)