

Psychologically Safe Leadership - Fairness and Integrity: Action planning worksheet (Sample)

What I will <u>continue</u> doing:		What I will <u>start</u> doing:	
Action: (To support effective fairness and integrity)	Impact: (How this might affect our workers/work environment)	Action: (To improve fairness and integrity)	Impact: (How this might affect our workers/work environment)
When providing constructive feedback to workers, ensure it's done in a one-to-one private setting, and make sure their strengths are also recognized and communicated.	Helps create a culture where continual improvement is seen as a valued way we approach work on our team.	Set one-to-one meetings with direct reports who are from marginalized or vulnerable groups and ask them about any improvements that can be made to our work environment to enhance overall civility and respect.	Ensures that the opinions and ideas of those who may be more vulnerable or reluctant to speak up are considered.

I will measure progress by:	I will know I'm successful if:
Observing improvements over time on areas in which feedback has been provided, and observing overall levels of individual and team engagement.	Overall team cohesiveness improves, and those from marginalized or vulnerable groups are willing to speak up and share ideas with the broader team.