

Fostering psychological safety and collective care through organizational practices

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Respect for Individual Needs

Celebration of Diversity

Acknowledgement and Support for burnout



Situation-Behavior-Impact feedback model, diversifying feedback channels, and more one-on-one discussions



Surveying staff well-being to understand mental and physical needs



Encouraging collective care and understanding of diverse needs and boundaries among staff



	Nov 2021	May 2022	May 2023
Results			
Accountability	5.9/9	6.2/9	6.7/9
Commitment	5.5/9	6.2/9	7.1/9
Conflict	7.4/9	8.0/9	7.9/9
Trust	7.9/9	7.9/9	8.0/9
	6.4/9	7.0/9	7.3/9

The *Five Dysfunctions of a Team* assessment

(Lencioni, 2002)

