

07

HOW TO CREATE
SAFE SPACES FOR
COURAGE

Become

CLEAR GUIDELINES AND ROLES

- Clear tasks, roles, and guidelines are essential for establishing psychological safety. It is important that leadership assigns tasks that set things in motion - don't leave participants guessing what the leader "really" wants.
- Opening statement:
"There are no mistakes."
- Mentoring program: Experienced co-creators serve as ambassadors for the method and take new participants under their wing.

REFLECTION SESSIONS

- **Class Time:** Inspired by the "class time" in elementary school, the focus is on the well-being of the "class." Participants can discuss both big and small issues over breakfast 2–3 times during the course. These are collaborative sessions focused on relationships (that do not produce tangible output).
- **Production Meetings:** Weekly production meetings to review the project's status, identify what is missing, determine priorities, and more.
- **Meta-Meetings:** Meta-meetings take place 1–2 times during the course. Here, the project's management group meets to discuss general well-being. What are the needs, how do we support the group, and how do we help them focus and prioritize their efforts?
- **Process meetings:** Every other week, representatives from all disciplines meet to discuss every aspect of the process.

FEEDBACK

- Define roles: Facilitator, feedback recipient, and feedback provider
- Establish a framework: Create a feedback plan in which the feedback recipient(s) help shape the plan; for example, the recipient might say, "I would like feedback on these three things"
- Tailor feedback to the current phase of the project
- Always keep the overall vision for the project in mind during feedback sessions
- Feedback should always focus on the project - not the person.