FOR ADMINISTRATORS

INSTRUCTIONS AND SCORING
Psychological Safety Inventory (PSI)

Calculating Scores

The 30-item PSI is composed of 5 subscales. To obtain a total Psychological Safety score, calculate the mean score across all 30 items. To derive subscale scores, calculate the mean score of items for each of the following domains:

Interpersonal Risk-Taking (items 1-5)
defined as a sense of confidence that the team is safe for interpersonal risk-taking (i.e., speaking up about mistakes, asking for help, seeking feedback, experimentation).

Mutual Trust/Respect (items 6-12)
refers to perceptions of the team environment whereby individuals exhibit trust and mutual respect. Team members care about and are interested in each other as individuals. Members also share positive intentions to be helpful and respect each other's contributions.

Organizational/Structural Support (items 13-18)
characterized by the presence of structural features such as adequate access to resources, information, and rewards to promote a sense of support.

Identity and Clarity in Context of Team (items 19-24)
refers to perceptions of positive individual identity, importance, and security within the team.

Supportive Leadership (items 25-30)
reflects one's perceptions of positive leadership defined through effective guidance and support, encouraging personal growth, and prioritizing the open and efficient resolution of issues.

Total scale and subscale scores will range from 1-5, with 5 representing higher levels of psychological safety.

How to Cite this Scale

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