



Happy Tuesday! Welcome back to Leadership Unscripted.

Last week, we talked about the importance of clarifying your message—because leadership impact depends on being clear, not just being heard. But here's the next layer: even the clearest message will fall flat if the environment isn't safe for people to share, challenge, or contribute.

In the past few weeks, I've had several conversations with clients that honestly troubled me. Too many leaders don't realize that they're unintentionally creating workplaces where people don't feel safe to speak up. And here's the truth: if people don't feel safe, they won't contribute fully—and everyone loses.

Quick Reflection

Think about the last time you were in a meeting or conversation where you *wanted* to speak up but hesitated. Maybe you worried about being judged, dismissed, or even punished. That feeling is exactly what psychological safety is about.

As leaders, we carry the responsibility to create environments where people don't just feel heard, but where they know they can speak up without fear.

Leadership in Action: Creating Safe Spaces



Even in serious conversations, leadership is about creating safe spaces where people feel seen, heard, and valued.

Leadership Insight: 3 Proven Ways to Create Psychological Safety

1. Model Vulnerability and Openness

Admit when you don't know something or when you've made a mistake.

Leaders who model honesty signal to others that imperfection is not only okay—it's expected.

2. Invite and Reward Input

Don't just ask for feedback—show people it matters. Acknowledge contributions publicly, and act on ideas when possible. When people see their input has a real impact, they'll keep sharing.

3. Respond with Curiosity, Not Judgment

When someone disagrees or raises a concern, resist defensiveness. Instead,

respond with curiosity: *"Tell me more about that."* Curiosity fosters trust and signals that diverse perspectives are welcome.

Action for the Week:

In your next meeting or conversation, practice curiosity. Instead of reacting quickly, pause and ask one clarifying question. Notice how the dynamic shifts when people feel invited to go deeper.

What I'm up to:

As you read this, I'm preparing for my vacation—a trip I've been looking forward to for a long time. Travel is one of the ways I recharge, reset, and remind myself that leadership, like life, is about experiencing the world with openness and curiosity.

Final Thought:

Psychological safety isn't just a "nice-to-have." It's the foundation of trust, innovation, and engagement. Without it, teams shut down. With it, teams thrive. This week, reflect honestly: *Are you creating safe spaces—or are people holding back around you?* The difference could transform your leadership. Reply back and let me know where you are in this space.

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With appreciation,

Paula R Jenkins

Founder, The Live By Example Speaker

"Everything Begins and Ends with Communication."



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