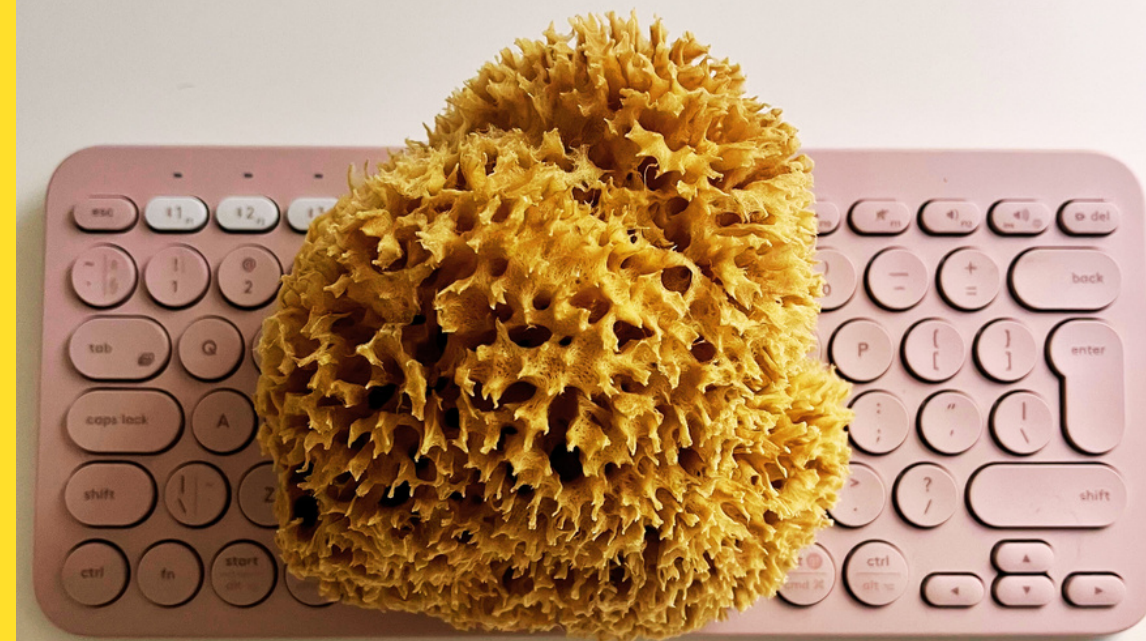


Psychological safety: embracing discomfort (workshop)



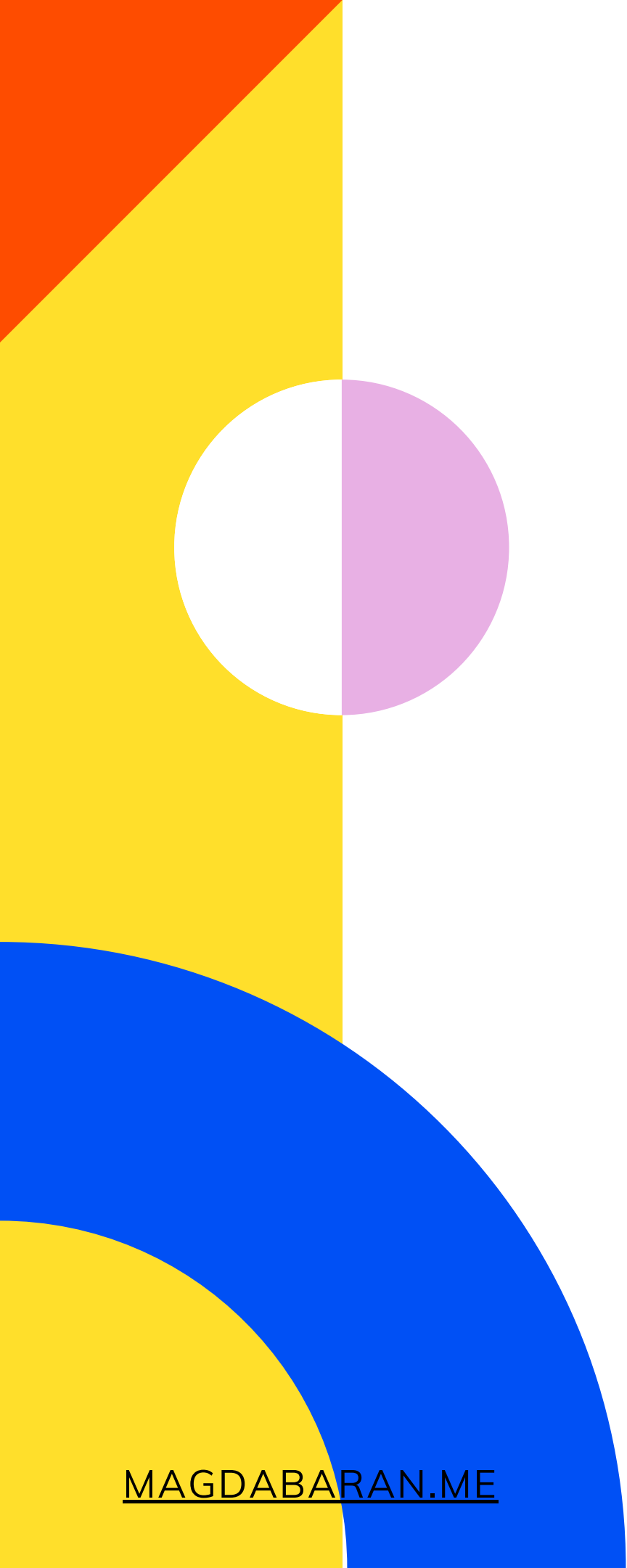
WHAT IS PSYCHOLOGICAL SAFETY?

- 🌿 the belief that you won't be punished or humiliated for **speaking up with ideas, questions, concerns, or mistakes**
- 🌿 the belief that you can **recover from your mistakes and help others** do the same
- 🌿 a collaboration climate characterized by **interpersonal trust and mutual respect** in which people are comfortable **being themselves**
- 🌿 is not about being comfortable all the time - it's about **embracing the discomfort**

What signals psychological safety?



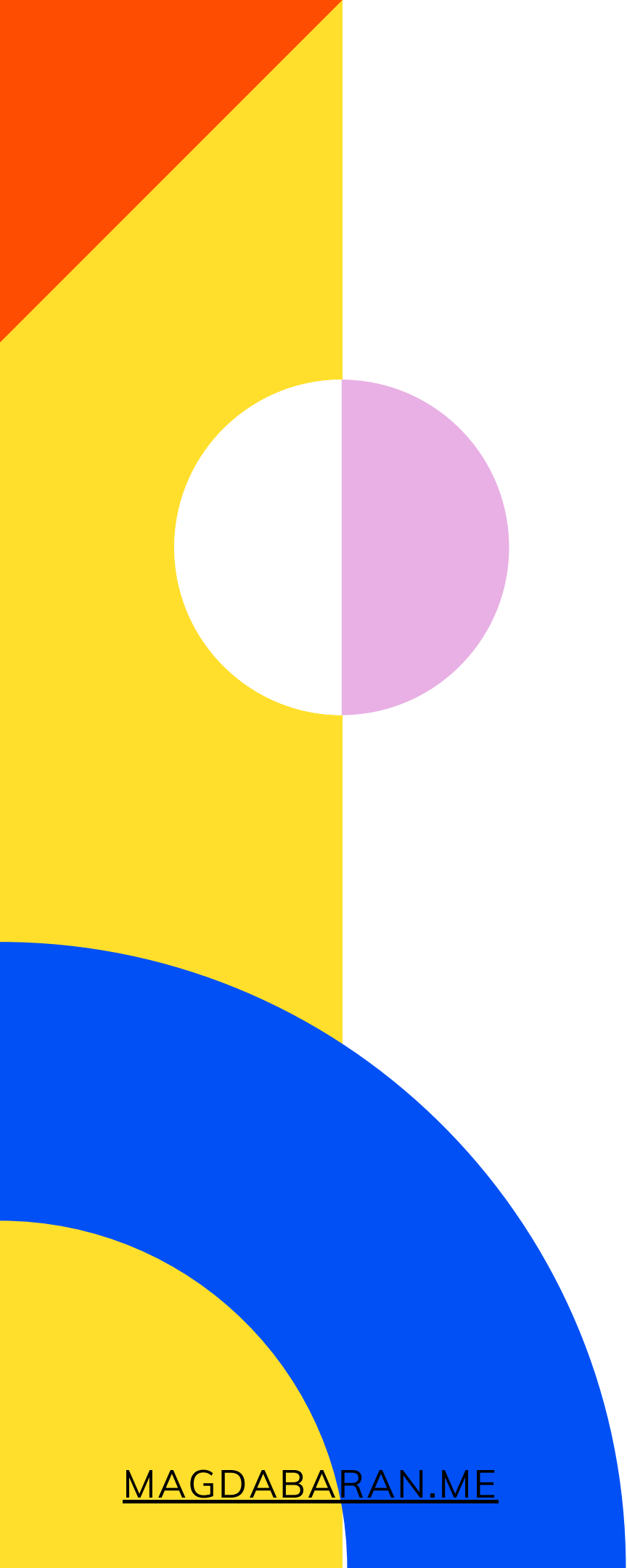
- 🧭 empathy, compassion and self-compassion
- 🧭 the willingness of a group to engage in interpersonal conflicts and disagree with each other
- 🧭 growth mindset



*Empathy removes the blocks to action
in a way that is inclusive.*

*It creates power through partnership
and cocreation, resolving what appears
to be knotted and bound.*

– *Dominic Barter*



Conflict is a natural part of human collaboration. It happens to everyone, no matter how skilled you are, how non-violent your communication is and how considerate you are of others.

Conflict in itself is not bad or something that should be avoided. In fact, conflict is a great source of learning and growth, provided we learn how to navigate it productively.

- Christiaan Verwijs

Psychological safety is necessary in any workplace, including academic. Check if this workshop is for you:

- ✓ Can you take risks — like proposing a new idea, admitting you don't know something or disagreeing with others — without having to worry about your position in the group (students, colleagues, professors)?
- ✓ Do you often have a desire to sweep disagreements under the rug - at and outside academic work?
- ✓ Do you often not ask for help or advice from your colleagues or professors?
- ✓ Do you often experience not being heard, seen, or respected?
- ✓ Do you behave or see others behave in a way that makes other people feel they are not being heard, seen, or respected?

What will you learn?

- 📌 improve listening, tuning, and empathy for yourself and among your colleagues and students
- 📌 to help students or your colleagues/a group notice unwanted patterns and work together on shifting to more productive interactions
- 📌 notice how much can be accomplished simply by listening
- 📌 different styles of conflict navigation - professionally and personally

This workshop is about:

learning by doing

engaging, reflective
and an inspiring experience
of interactions and
conversational structures

agile agenda

addressing the general
challenges and/or adapting
to the needs of the group

more learning materials

materials with a workshop
script and inspiring sources
for further practice



What clients say about working with me:

Sandra Kmiecik, Dolnośląski
Ośrodek Polityki Społecznej

Magda, your **courage, creativity** in ideas and leading, and at the same time subtlety and warmth is amazing! At the networking event, which aims to connect business with social enterprises, you created an atmosphere **full of trust and kindness** from the very beginning. You knew what was important to us because you were regularly at meetings where we discussed concepts. I appreciate your commitment, which translated into **an effective process** of building relationships between sectors.

Mateusz Kapanowski, Infor

Professionalism and full commitment are Magda's middle names. The **unconventional formula** of the meetup she proposed as well as her natural ability to arrange everything in line with our expectations was **extraordinary**. Seeing Magda in action re-confirms my belief over and over again, that choosing the "golden mean" approach is the key to success. On the one hand, a **methodical approach**, on the other, **recipient-oriented and friendly atmosphere** that encourages discussion. Magda is just the right person in the right place.

Szymon Górnik, Indeed

During **Piwo Między Projektami** events, Magdalena conducted moderated networking. In the group of people who have already experienced a lot of similar events before, it was not an easy thing. Despite this, she always had a smile on her face and used specific tools to help the participants get to know each other from an interesting side. Always in reference to an interesting theme. I recommend working with Magdalena.



Magda Baran

I turn ineffective and boring meetings into valuable, authentic and constructive experience of collaboration.



I am a cultural anthropologist by education and in practice agile coach, trainer and facilitator of collaboration. I curate networking and other business meetings.



I believe that the time spent together - professionally and otherwise - is a valuable currency, so I'm giving it a boost with creativity, agency and purposefulness.



I live in Wrocław with my dog, Frania. I am fascinated by dog behaviorism and I am a fan of positive training in building relationships with dogs.

Let's workshop!

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