



Psychological Safety & Team Effectiveness Practitioner Certification

**THE FOUNDATION
FOR COLLABORATION, INNOVATION,
AND HIGH-PERFORMING TEAMS**

Are you striving to empower your team and foster a more inclusive, collaborative and innovative workplace culture where everyone feels safe to learn, grow and contribute?

This comprehensive program is designed to equip you with the knowledge and skills to administer, interpret and apply the **Fearless Organization Scan** — an innovative tool that measures and enhances psychological safety to drive greater team effectiveness.



ABOUT WORKPLACE ASIA

Based in Singapore, Workplace Asia is a HR consulting firm that offers carefully curated, world-class assessments tools for individuals and organizations.

We are the only official partner of The Fearless Organization Scan in Asia.

We believe every organization is unique, and recommend a data driven assessment approach towards driving and influencing human resource management at the workplace.

WHAT IS PSYCHOLOGICAL SAFETY?

“ Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes. ”

~ Amy Edmondson



Extensive research in the field of organizational psychology and teaming by Harvard Business School Professor Amy C. Edmondson has revealed a strong correlation between psychological safety and team effectiveness. This is supported and reinforced by the findings of Google’s Project Aristotle on what makes teams successful.

THE FEARLESS ORGANIZATION SCAN

Developed in collaboration with Professor Edmondson, the **Fearless Organization Scan** measures the Psychological Safety Index (PSI) and reveals how teams stack up against the global benchmark data.

In this certification program, you will learn how to use the Fearless Organization Scan and interpret the results across the **four key domains of psychological safety** to enhance team effectiveness.

FOUR DOMAINS OF PSYCHOLOGICAL SAFETY



Willingness to Help



Inclusion & Diversity



Attitude to
Risk & Failure



Open Conversation

PROGRAM OBJECTIVES

- Understand the concepts of psychological safety and how it affects team effectiveness.
- Learn to measure psychological safety using the Fearless Organization Scan and interpret the results.
- Apply and implement concepts in real-world scenarios or case-studies.
- Work with teams to suggest strategies for increasing psychological safety and team effectiveness

WHO SHOULD ATTEND

If you are in roles where fostering trust, open dialogue, and high-performance team culture is crucial, including:

- Team Leaders / People Managers
- C-suite & Senior Executives
- HR Business Partners
- Learning & Development Specialists
- Organizational Development Consultants
- Change / Transformation Managers
- DEI Specialists
- Executives & Team Trainers



COST & SCHEDULE

The cost of the certification is SGD 2,500.

Please refer to our website for the latest schedule of the certification.



<https://www.workplaceasia.com.sg/certifications/psychological-safety-certification/>

COURSE FEE INCLUDES :

- Facilitation Materials
- Certification and Badge
- Admin Access to the Fearless Organization Scan Portal
- Membership to the Fearless Community of Practice

THREE ESSENTIALS TO COMPLETE THE CERTIFICATION

1. Attend all sessions.
2. Complete the homework
3. Find a team to conduct their first pilot Fearless Organization Scan debrief.

Workplace Asia **DOES NOT provide a team for the debrief.*

WHAT DO THEY SAY?

Participating in the Fearless Organization Scan certification was an inspiring and transformative experience. The workshop provided a comprehensive understanding of psychological safety and equipped me with practical tools to assess and improve team cultures. Weixi was highly knowledgeable and fostered a supportive learning environment, encouraging open dialogue and real-world application.

**- SALLY SNG, FOUNDER AND MANAGING DIRECTOR
AXENTIVA HUMAN CAPITAL PRACTICE PTE LTD**

Joining the Psychological Safety Certification Program by Workplace Asia has been an eye-opening and empowering experience. The program provided practical tools, real-world case studies, and actionable strategies that I can apply immediately to foster a culture where team members feel safe to share ideas, speak up, and take risks without fear.

**- APHIDETH MINGBOUPHA, HUMAN RESOURCE DIRECTOR
TOYOTA LAOS**

WeiXi facilitated the workshop very well enabling me to interpret the scores of the team psychological safety easily and sharing the facilitation techniques to create that psychological safe space, based on the team results.

**- ANGELINE TAN, DIRECTOR
POISE FOR LIFE MANAGEMENT CONSULTING PTE LTD**



CONTACT US

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