

# Psychological Safety & Team Effectiveness Practitioner Certification

**BUILDING HIGH-PERFORMING TEAMS  
THROUGH TRUST, COLLABORATION, AND  
OPEN COMMUNICATION**

**What if you could walk into any team, run a rigorous assessment, and know exactly what's holding them back, and what to do about it?**

This comprehensive program is designed to equip you with the knowledge and skills to measure, interpret and build psychological safety using the **Fearless Organization Scan**, a science-based tool grounded in the pioneering research of Harvard Business School Professor Amy C. Edmondson.

Also known as the Fearless Organization Scan Certification, it allows you to empower people, drive collaboration and innovation, and build healthier workplace cultures, leading to greater team effectiveness and stronger team performance.



## **ABOUT WORKPLACE ASIA**

Based in Singapore, Workplace Asia is an award-winning talent optimisation and leadership development firm empowering organisations across Asia with data-driven insights and world-class assessment tools.

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

Through measurable results and a deep understanding of people, we create thriving workplaces where individuals and organisations grow together in success.

## 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. Psychological safety was also cited by Google's Project Aristotle as the single most important factor in team effectiveness.

# THE FEARLESS ORGANIZATION SCAN

Developed in collaboration with Professor Edmondson, the **Fearless Organization Scan (FOS)** translates her decades of research into a practical, validated assessment tool.

The FOS measures a team's **Psychological Safety Index (PSI)** across four key domains and benchmarks results against global data, providing clear, evidence-based insights into teamwork, leadership and culture.

In the certification programme, participants will learn how to interpret the scan results, facilitate meaningful conversations that drive real behavioral change and design interventions to address specific gaps, so as to enhance the effectiveness and performance of the team.

## 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 (FOS) and interpret the results.
- ◆ Apply and implement concepts in real-world scenarios or case-studies.
- ◆ Implement strategies for increasing psychological safety in teams

## HOW THE PROGRAMME WORKS



Designed for working professionals, the programme is structured across four stages over approximately 6–8 weeks, combining immersive learning, practical application, and guided support.

### Stage 1 : Face-to-Face Workshop

Attend a 2-day face-to-face workshop featuring interactive activities, guided discussions, shared learning, and reflective exercises. Participants will develop a deep understanding of the Psychological Safety Index, learn how to interpret the FOS results, prepare and plan for a FOS debrief to facilitate behavioural change, and pick up strategies to help teams improve their psychological safety.

# HOW THE PROGRAMME WORKS

## Stage 2 : Practical Application

Participants will independently apply their learning by engaging a pilot team of their choice to complete the Fearless Organization Scan (FOS) and conduct a debrief. The team does not need to be a workplace team — any group working towards a common goal qualifies, including sports groups, volunteer groups or community organisations.

## Stage 3 : Virtual Group Coaching Session

Participants will receive 1-hour of guided support as they prepare for their first FOS debrief. This is to build their confidence as a FOS practitioner and ensure they deliver a meaningful, data-driven debrief to initiate change.

## Stage 4 : Virtual Closing Session

The programme will conclude with a 1.5-hour closing session to consolidate learning and share reflections on the practical application.



### 3 ESSENTIALS TO COMPLETE THE CERTIFICATION

1. Attend all sessions
2. Complete the homework
3. Find a team to conduct the pilot FOS debrief

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

## WHO SHOULD ATTEND

This certification is ideal for those who work with teams, whether as a leader, a people developer, or a practitioner, and who want a rigorous, evidence-based tool to measure and improve team culture.

### For Leaders & People Managers

Be equipped with a structured framework to build team effectiveness and improve team performance. The FOS is particularly valuable in environments where open dialogue, psychological safety and inclusive culture are strategic priorities.

### For HR & L&D Professionals

If you are responsible for people development, organisational culture, or learning and development within your organisation, the FOS gives you a precise, data-driven tool to assess and improve team culture — going beyond employee engagement surveys and gut feel.

### For Consultants, Coaches & Independent Practitioners

Add a billable, science-based survey tool to your practice. As a certified FOS practitioner, you can administer the FOS to your clients' teams, facilitate data-driven debriefs to drive change, and design targeted interventions to improve team effectiveness, all backed by the credibility of years of research.



## FACILITATORS PROFILE



As an international facilitator and management consultant, Weixi has worked with companies across 28 countries, with clients including Shell, KPMG, Singapore Airlines and DBS Bank. He holds a Masters in Organisational Leadership and Masters in Business Analysis. He is also the author of *Hybrid Work Revolution*.

**Weixi Tan**  
**IAL Specialist Adult Educator**  
**Forbes Coaches Council Member**

CP Tham brings over 18 years of HR leadership and consulting experience across sectors ranging from the Singapore Civil Service to banking, insurance, and high-growth startups. He holds an MBA, an MSc in Industrial/ Organisational Psychology, and is a Chartered Psychologist with the British Psychological Society.



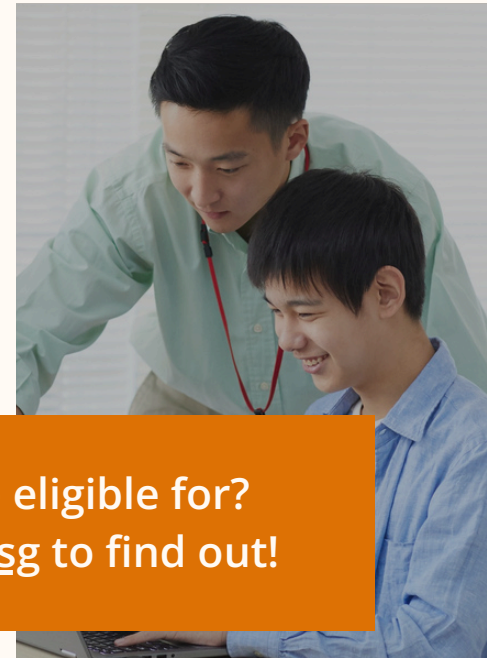
**CP Tham**  
**ICF Professional Certified Coach**  
**SHRM Senior Certified Professional**

## INVESTMENT

The full course fee is SGD \$2,500.

Workplace Asia is partnering Singapore Training and Development Association (STADA) to apply for SkillsFuture Singapore (SSG) funding\* for the certification programme.

Up to 70% funding of the course fee is available for Singapore Citizens and Permanent Residents, subject to terms and conditions. SkillsFuture Credits can also be used to further offset the course fee payable.



Wondering how much SSG funding you are eligible for?  
Contact us at [support@workplaceasia.com.sg](mailto:support@workplaceasia.com.sg) to find out!

Psychological safety is transforming how teams perform. Be a certified Fearless Organization Scan practitioner to strengthen the psychological safety of any team. When your team thrives, so do you.

**Ready to reserve your place in our next cohort? Visit our website below for the latest schedule and register your interest!**



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

\*SSG Course Reference: TGS-2025061198



## WHAT OTHERS 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**

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**

**WORKPLACE**  
ASIA  
TALENT OPTIMIZATION SPECIALISTS



[support@workplaceasia.com.sg](mailto:support@workplaceasia.com.sg)



[+65 8032 1410](tel:+6580321410)



[www.workplaceasia.com.sg](http://www.workplaceasia.com.sg)

