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**Out of 10 (10 being the highest) how do you rate the level of psychological safety (you feel) in this team**

Paul	8	It's easier as everyone's manager. When I'm considering feedback or in certain discussions whether 1:1 in groups I have to be cognizant about how a message will land. In (certain) groups I may hold back if I am concerned about how certain messages will land with some people.
Pat	5	Wide spectrum of emotional maturity & subject matter expertise. Not always easy to express.
AK	8	I feel comfortable with this group. Transparency & collaboration is key to this group. When there are disagreements - I'm more accepting, than feeling conflicted.
Yen	8	if not comfortable - knowledge of the topic. Worry if I should know...?
Will	6	or 7. Possible fear of failure or inferiority complex. I don't want to be embarrassed saying something I should know but don't / don't want to look stupid etc.
Jo	7	Similar to yen/will - topic. How quickly can I get to the point, particularly when there are points of contention.
Diana	8	Based on the nature of my work, I know this group very well. I have to be very frank whether I agree or disagree. It's my job.
Crystal	6	(was 8) There are different points of views, so I wonder when I need to withdraw to understand the general perception.
Huong	8	I feel comfortable expressing disagreement, we handle disagreement in an honest / direct manner. I don't have the feeling that anything bad would happen. I don't feel anyone would undermine me
Carolynn	8	No general issues with this team.
Rich	9	that's ok - not everyone's expecting.... Have an opinion....have a view we have a responsibility to have an option and to communicate.
Lisa	9	I don't mind being challenged, don't mind being wrong, don't mind being vulnerable.
Phi	9	This is a senior group- I expect people to be able to "take it". Compared to my own team, there is a different power dynamic.
<b>Average</b>	<b>7.62</b>	