

BEYOND PSYCHOLOGICAL SAFETY: MANAGING THE FEAR OF SPEAKING UP

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For further reading/watching:

- 1 Leiberman MD, Eisenberger NI, Crockett MJ, et al. Putting feelings into words: affect labeling disrupts amygdala activity in response to affective stimuli. *Psychological Sci*2007;18(5):421+
- 2 Kish-Gephart J, Detert JR, Trevino LK, Edmondson AC. Silenced by fear: the nature, sources, and consequences of fear at work. *Research in Organ Behavior*2009;29:163-193
- 3 Edmondson AC. Managing the risk of learning: psychological safety in work teams. In: West MA, Tjosvold D, Smith KG, eds. *International Handbook of Organizational Teamwork and Co-operative Working*. West Sussex, England: John Wiley & Sons Ltd; 2003:255–275.
- 4 Edmondson AC. Psychological safety and learning behavior in work teams. *Administrative Science Quarterly* Jun 1999;44(2):350-383
- 5 Edmondson AC, Lei Z. Psychological safety: the history, renaissance, and future of an interpersonal construct. *Annu Rev Organ Psychol Organ Behav* 2014;1;23-43
- 6 Koutisikou S, Crook JJ, Earl EM, et al. Neural substrates underlying fear-evoked freezing: the periaqueductal grey-cerebellar link. *J Physiol* 2014 May 15;592(Pt 10):2197-13
- 7 Miller R. *Meditation on Violence: a comparison of martial arts training and real world violence*. Jun 2008. YMAA Publication Center Inc, Canada.
- 8 Goulston M. *Just Listen: discover the secret to getting through to absolutely anyone*. 2010
- 9 Prehn A. Create reframing mindsets through Framestorm. *NeuroLeadership J* issue 4. Available at: www.NeuroLeadership.org
- 10 Rudolph J, Simon R, Dufresne RL, Raemer DB. There's no such thing as "nonjudgmental" debriefing: a theory and method for debriefing with good judgment. *SimHealthcare* 2006;1(1):49-55
- 11 Pian-Smith MCM, Simon R, Minehart RD, et al. Teaching residents the two-challenge rule: a simulation-based approach to improve education and patient safety. *Sim Healthcare*2009;4:84-91
- 12 Edmondson, AC. *Teaming: how organizations learn, innovate, and compete in the knowledge economy*. Jossey-Bass 2012 San Francisco
- 13 Raemer DB, Kolbe M, Minehart RD, Rudolph JW, Pian-Smith MC. Improving Anesthesiologists' Ability to Speak Up in the Operating Room: A Randomized Controlled Experiment of a Simulation-Based Intervention and a Qualitative Analysis of Hurdles and Enablers. *Acad Med*. 2016 Apr; 91(4):530-9.
- 14 Guide: Understand team effectiveness. Available at <https://rework.withgoogle.com/guides/understanding-team-effectiveness/steps/introduction/> Accessed January 2018
- 15 Tool: Foster psychological safety. Available at <https://rework.withgoogle.com/guides/understanding-team-effectiveness/steps/foster-psychological-safety/> Accessed January 2018
- 16 Adam Galinsky. How to speak up for yourself TED Talk available at https://www.ted.com/talks/adam_galinsky_how_to_speak_up_for_yourself
- 17 Matt Abrahams. No freaking speaking: 3 techniques for managing speaking anxiety uploaded Nov 3, 2014. Available at: <https://www.youtube.com/watch?v=5naThX63pF0>
- 18 Amy Edmondson. IHI's Three Ways to Create Psychological Safety in Health Care. Available at: <https://youtu.be/jbLidFqrUNs>
- 19 Rebecca Minehart. Speaking Up: Tools for Future Leaders. Virtual Grand Round OB Anesthesia. July 2017. Available at: <https://vimeo.com/225874014>
- 20 Chris Voss. *Never Split the Difference: Negotiating as if your life depended on it*. New York, NY: Harper Business, an imprint of HarperCollins Publishers. 2016.