

CAREER BOOT CAMP

PSYCHOLOGICAL SAFETY STARTS WITH YOU

SESSION 6

2026

INSTRUCTIONS

- All attendee microphones and cameras are deactivated. The chat is disabled for attendees, but we will use it to send resources.
- Please use the Q&A button to ask your questions. Vote for a question you like by pressing the Thumbs Up button.
- This session will be given in English only. The French session is given simultaneously. To join the French session instead, exit this page, go to Sessions, and click the French equivalent.
- All the sessions are being recorded and will be available on the FYN-RJFF YouTube channel in the 24 hours following the session.

REMINDER

- This session includes discussion topics, vocabulary, and scenarios that some learners may find distressing.
- Please feel free to take breaks as needed. If you need support, remember that your organization's Employee Assistance Program is available **24/7**.

ADDITIONAL RESOURCES CAN BE FOUND ON OUR WIKI PAGE

GINA WILSON

(SHE/HER)

- Gina Wilson is a proud Algonquin and grandmother who serves as the Deputy Minister of Indigenous Services and Champion for Indigenous public servants.
- She has held senior executive roles across the federal public service, including at Public Safety Canada, Women and Gender Equality Canada, and the Privy Council Office, leading initiatives that advance inclusion, reconciliation, and community resilience.
- A recipient of the 2020 Indspire Award, Gina has dedicated her career to improving outcomes for Indigenous peoples and fostering respectful, psychologically safe workplaces across the public service.



LEARNING OBJECTIVES

Define psychological safety and its importance in fostering a respectful and inclusive workplace

Recognize behaviours that contribute to or undermine psychological safety

Explore strategies for building trust and open communication within teams

Identify personal actions and attitudes that support a psychologically safe environment



RICHARD SHARPE (HE/HIM)

- Richard Sharpe is currently the Director of the Black Equity Branch, Treasury Board Secretariat in the Ontario Public Service, Canada.
- He has been a human rights advocate for 30 years, both at the community and institutional levels. At the community level, Richard was instrumental in forming the 613/819 National Capital Region Black Hub to bring together Black community members and organizations to collectively address anti-Black racism.
- He has also been involved in leading initiatives to realize the objectives of the United Nations International Decade for People of African Descent, including securing government support for Black Economic Inclusion initiatives and being part of Black community efforts to create the National Institute for People of African Descent.



SUSAN BADAME (SHE/HER)

- Susan joined the NMC in June 2024 as the Ontario Regional Lead. Previously she was a Senior Learning Advisor at the Department of Justice. Susan is an experienced facilitator and trainer and certified ICF coach. She has dedicated her public service career to helping others to learn, grow and develop in order to be the best they can be.
- She is thrilled to collaborate with others and offer professional development opportunities to managers/team leads/supervisors/aspiring managers to expand on their leadership competencies and network with one another.

GAVEEN CADOTTE

(SHE/HER)



- Gaveen Cadotte joined the Privy Council Office to lead the Public Service Renewal Secretariat in October 2024. Prior she was Assistant Deputy Minister at Canadian Heritage and led Canada's Anti-Racism Strategy and led the development of the Action Plan on Combating Hate.
- Formerly, as Vice-President, Policy, and Communications at the Public Service Commission, Gaveen led a sector responsible for policy and regulatory development, political activities and nonpartisanship, intergovernmental and international engagements, as well as communications and parliamentary affairs.
- Gaveen holds a Bachelor of Commerce degree (Management, Information Systems and Human Resources Management) from the University of Ottawa and a professional certification in Human Resources Management.

WHAT IS PSYCHOLOGICAL SAFETY?

“A belief that one can speak up, take risks, and be themselves without fear of negative consequences.” – Amy Edmondson

WHY IT'S IMPORTANT:

- BOOSTS PERFORMANCE
- INCREASES ENGAGEMENT
- REDUCES BURNOUT
- IMPROVES RETENTION



BEHAVIOURS THAT SUPPORT OR UNDERMINE IT

REFLECTION:

Have you ever felt unsafe to speak up? What contributed to that feeling?

SUPPORTIVE BEHAVIOURS

ACTIVE LISTENING

ADMITTING MISTAKES

INCLUSIVE LANGUAGE

UNDERMINING BEHAVIOURS

INTERRUPTING

SARCASM

DISMISSIVENESS

BUILDING TRUST AND OPEN COMMUNICATION

STRATEGIES FOR TEAMS

- REGULAR CHECK-INS
- CLEAR EXPECTATIONS
- CONSTRUCTIVE FEEDBACK

STRATEGIES FOR INDIVIDUALS

- BE CURIOUS, NOT JUDGMENTAL
- USE INCLUSIVE LANGUAGE
- FOLLOW THROUGH ON COMMITMENTS

REFLECTION:

Which of these strategies do you already use? Which strategies do you want to implement?

YOUR ROLE ON PSYCHOLOGICAL SAFETY

WHAT YOU CAN DO:

- Have authentic check in's with colleagues
- Support others who take risks
- Respect boundaries (both yours and others)
- Ask “tell me more” to gain a better understanding
- Reflect on your impact

EVERYONE CONTRIBUTES TO PSYCHOLOGICAL SAFETY—NOT JUST LEADERS.



CASE STUDY

SCENARIO:

A coworker raises a concern in a meeting.

The team leader dismisses it. No one else speaks up

POLLING QUESTIONS:

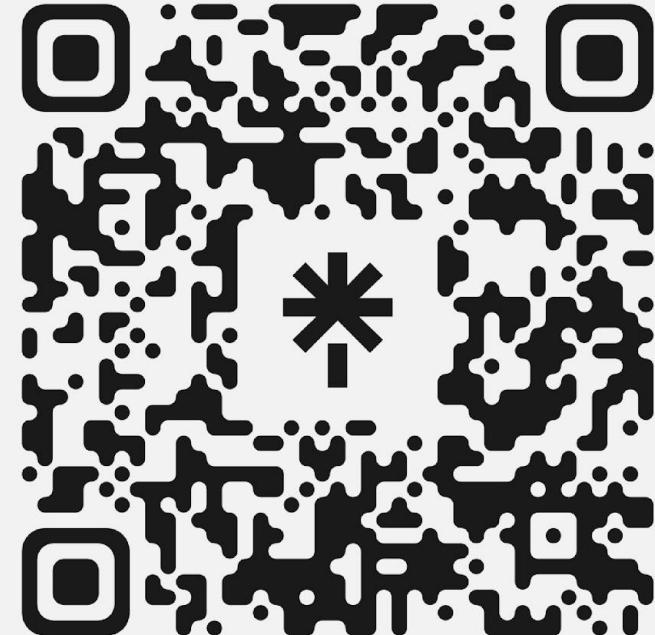
- If you were in this meeting, how likely would you be to speak up after seeing that response?
- How do you think the team lead's response affects the team's psychological safety?

QUESTIONS



THANK YOU

CAREER BOOT CAMP



UPCOMING SESSIONS

SESSION 7

AI & DIGITAL LITERACY IN THE
PUBLIC SERVICE

JANUARY 29

1:00pm - 2:00pm (EST)

