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## Safety & Belonging Workplace Indicators



Thinking about your team, please score each indicator (1 to 4) using the following rating system:  
 1 = “needs a lot of work,” 2 = “needs some work,” 3 = “pretty good,” 4 = “hitting it out of the park”

Indicator	Rating (1-4)
1. People in my team can disagree with one another in healthy ways	
2. People can bring up problems and talk to each other about tough issues (e.g., mental health, performance issues, work ethic, etc.)	
3. People feel safe to take risks in my team (e.g., ask for help, admit a mistake, share how they’re feeling)	
4. People do not experience bullying and/or harassment in this team	
5. People of all forms and identities are treated with respect in this team	
6. People are treated equitably in this team (i.e., everyone’s given the same benefit of the doubt and no particular group has to prove themselves more than others <sup>†</sup> )	
7. People are not gossiped about in mean or malicious ways	
8. Mistakes are treated as learning opportunities rather than opportunities for ridicule or something that impacts your reputation for the rest of your career	
9. Humour is consistently used to indicate inclusion and belonging, rather than to signal that something is wrong with you or that you don’t fit in	

You could also complete another version of this assessment for your team (vs. unit or district) as the dynamics might be different.

<sup>†</sup>E.g., introvert/extrovert, civilian/sworn, female/male, 2SLGBTQ+/heterosexual, rookie/old-timer, etc.

<sup>‡</sup>Research shows that some groups, including females, Indigenous and racialized populations, and sexual/gender diverse populations have to prove themselves more than others.

This assessment was partially adapted from: “How to Measure Psychological Safety at Your Company.” The Predictive Index.

<https://www.predictiveindex.com/blog/how-to-measure-psychological-safety/>

Developed by Elizabeth Dozois, Project Lead, Art of the Nudge © Shift/UCalgary, 2022

<https://preventdomesticviolence.ca/>