

# SPEAK SAFE

LEAD WITH CARE

A Culture-First Psychological  
Safety Program

## RESPONSIBILITY

- Living from your values
- Earning trust and respect
- Living with Integrity

# 1. Living from your values

“When You Know What You Stand For, People Know They Can Stand With You”

What are your three key values?

# 2. Earning trust and respect

## What Trust and Respect Actually Look Like in Practice

### Building Trust

You build trust when you:

- Follow through on what you say
- Admit when you're wrong
- Protect people's reputations in tough conversations
- Be transparent about what you know and what you don't
- Give space instead of micromanaging

### Showing Respect

You demonstrate respect when you:

- Listen fully, without preparing your rebuttal
- Acknowledge contributions, even if they're small
- Ask before assuming
- Speak to people like adults—not like they owe you something
- Protect dignity in feedback conversations

# 3. Living with Integrity

## Living with Integrity: Daily Habits

Say what you are going to do

Do what you said you were going to do

Do what is right

Not what is popular

Even when no-one is watching

