



Safety vs. Comfort

Safety means knowing you can take risks. We find psychological safety in organizational environments that are inclusive — where people feel seen, safe to learn, safe to contribute and safe to challenge.

As a leader, your work is to conduct yourself so that others feel safe with you.

Does everyone feel included, and safe to contribute?

Are your direct reports free to fail, and to learn from it?



"Safety and comfort must not be confused. Masterful coaching requires the creation of safety so that people can risk being more - even in the presence of adversity. Comfort is not only optional in coaching, it is often important to challenge - or even remove."

IAN CHISHOLM

© copyright Roy Group | www.RoyGroup.net

Whereas *comfort* is...comfortable. Like mac and cheese. It's familiar. Easy. It feels good — even though it might not be good for you.

Comfortable conversations don't invite change.

When you choose leadership, it's not always going to feel comfortable.

Can people contribute and make suggestions?

Is there space for healthy debate?

Use the questions in **red** to guide you as you build safety for your team.

NOTE: If you've moved beyond what a coaching conversation can handle and you suspect a coachee needs professional help, be transparent: "It looks like we may have uncovered something important, but that might require a skillset beyond coaching. I'd love to explore some options for who to take this to, if you're game for that. It sounds like it could be a big help."