

Creating Psychological Safety at Work

A 1:1 Professional Development Program for Doctors
10 CPD Hours | 6–8 Week Duration | \$1,760 (incl. GST)

Overview

Psychological safety is not just a concept - it's a vital driver of success in healthcare teams.

This targeted professional development program supports doctors to understand what psychological safety is, why it matters, and how to create it within their own teams and contexts. It offers practical, skills-based approaches to fostering inclusive, high-performing, and safe team cultures across healthcare settings.

Designed for doctors at all levels and across all career pathways, the course combines structured one-to-one education with self-paced readings, short exercises, and individualised planning. It supports real-world implementation within clinical teams and organisations.

Program structure

Delivered over 6–8 weeks, the program includes:

- > 3 x 1-hour personalised education/coaching sessions delivered via Zoom
- > 3 self-directed learning modules
- > 10 CPD hours: 3 hours face-to-face online and 7 hours self-paced learning

Modules:

- > Module 1: Introduction to psychological safety – what, why, how and when?
- > Module 2: Assessing psychological safety in your context
- > Module 3: Action planning for creating and enhancing psychological safety in your team

Who should enrol?

This program is designed for all doctors—at any stage of their career and in any role. Whether you work in teams, lead them, or hold a formal leadership position, psychological safety is relevant to your workplace and your impact. Everyone contributes to creating psychologically safe teams.

Program objective

To build deep knowledge and understanding of psychological safety and how it supports team performance, and to learn the practical skills and behaviours that foster psychological safety in your workplace.

What you will learn

You'll explore what psychological safety is and how it applies to your daily work—why it matters to performance and patient outcomes, how to assess the safety of your current team, and what specific actions and behaviours can help strengthen safety in diverse and demanding healthcare environments.

You'll learn how to bring these behaviours into everyday work—such as ward rounds, team meetings, MDTs, M&Ms, shift handovers and informal discussions.

Learning outcomes

Participants will:

- > Understand what psychological safety is and how it supports team effectiveness and performance
- > Identify individual and group-level barriers to psychological safety
- > Understand why psychological safety is essential for complex and diverse teams to perform well, and review recent research
- > Recognise what psychological safety looks like in practice—what teams say and do when it is present (including assessing your current team's safety)
- > Learn practical skills and behaviours to build and sustain psychological safety (for both team members and leaders)
- > Create a personalised action plan, with clear goals and steps tailored to your team's current challenges and dynamics

How the program runs

Each module includes:

- > Readings – A set of pre-readings (approx. 1 hour)
- > Pre-work – Short reflections and exercises (approx. 1 hour)
- > Live education session – 1:1 with the Program Director (1 hour)
- > Submission of reflections and Action Plans – Based on pre-work and feedback from the live session

The program is complete once the three education sessions are finished and the short written tasks are submitted and a certificate of completion will be issued to ensure CPD Home compliance.

Action learning and personalised planning

Participants focus their learning on a real team they work in or lead—whether that's a clinical team, department, MDT, M&M meeting, ward round or shift huddle. Psychological safety applies to both stable and fast-moving teams.

You'll develop a tailored Action Plan to support sustainable change in your workplace.

The plan will outline specific goals, steps and implementation strategies to improve psychological safety in your current setting.

Enrol Now

Program Cost \$1,760 (inclusive of GST)

For further information or to discuss suitability for CME funding, sabbatical applications or organisational support, email amavic@amavic.com.au

