Our Mission

Contribute

making the world a

psychologically safer space.

arks.ch

ARK

About.

Onboard your online group journey towards SAFETY & PERFORMANCE.

How?

By exploring & reflecting your team's sense of psychological safety. ARK onboards 3-9 travellers for an initial journey time of 30 minutes.

www.arks.ch Open Source (GPLv3).

Why Psychological Safety?

PS is the strongest predictor for team performance (according to Google's aristotle study).

How is your psychological safety?

Psychological safety encourages daring to speak up, without fear of being interrupted, judged, excluded or punished.

Working assumption

High safety = High performance = low tension

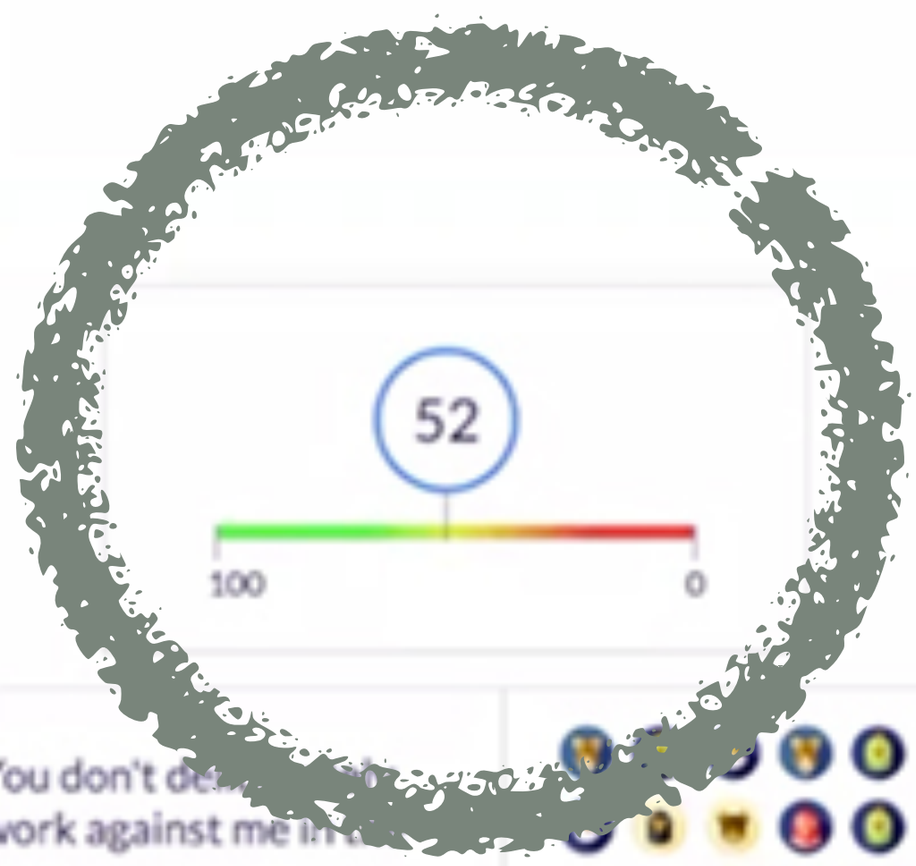
and vice versa: high group tension = low psychological safety = low performance

Safety

How is our team’s psychological safety score & everyone’s contribution to it?

Your Psychological Safety Score:

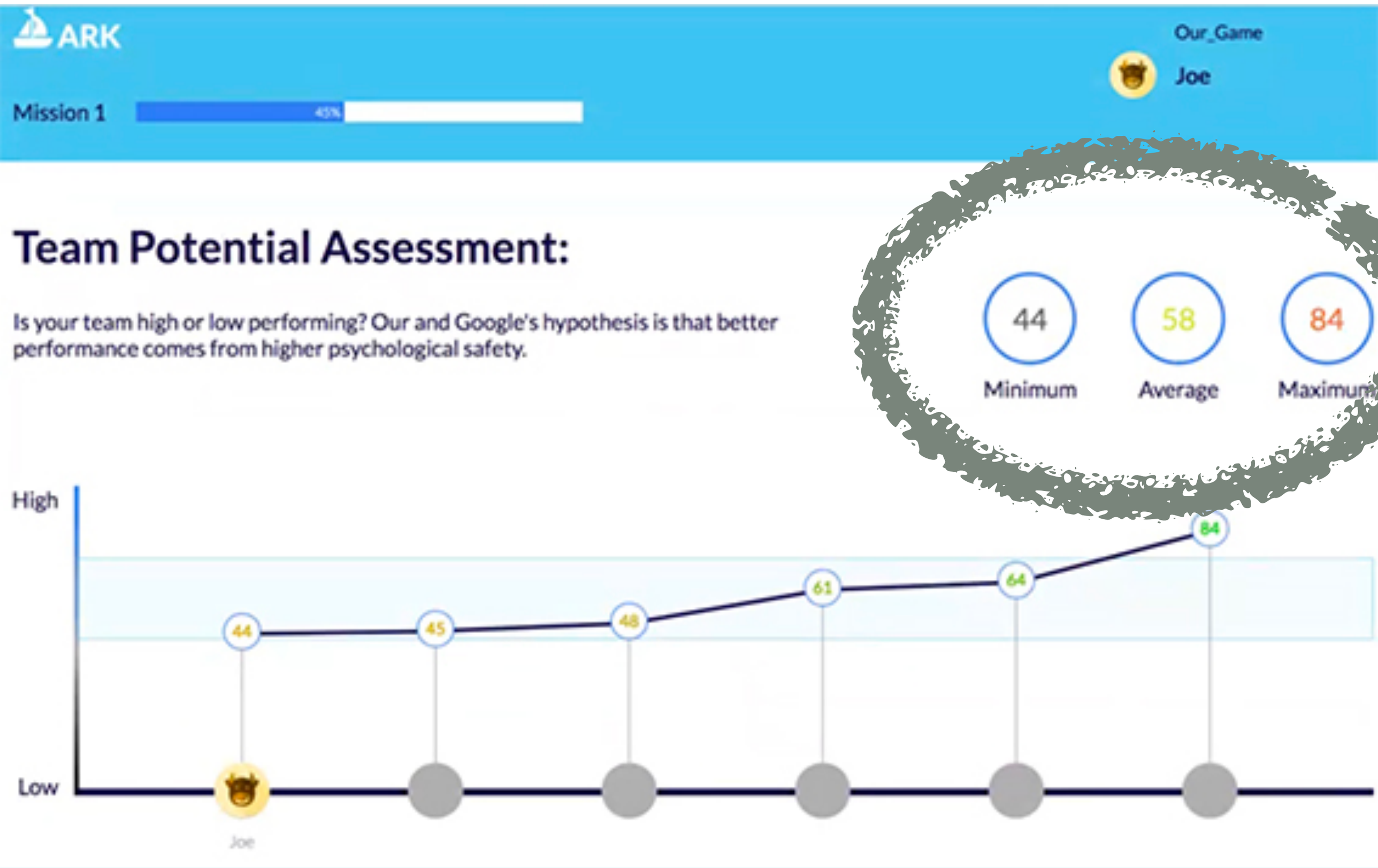
Here you can see the psychological safety score for your team on a scale between 0 (very unsafe) and 100 (exceptionally safe). How does this value relate to your assessment of the perceived psychological safety in the team?



I can address problems and difficult issues with you.	
You sometimes exclude people from the team because they are different.	
You don't de… work against me in… team.	
My talents are seen, appreciated and utilized by you.	
When mistakes happen on the team, you often use that against the people involved.	
It's hard for me to ask you for help.	

Performance

How well do we as a team use our potential?



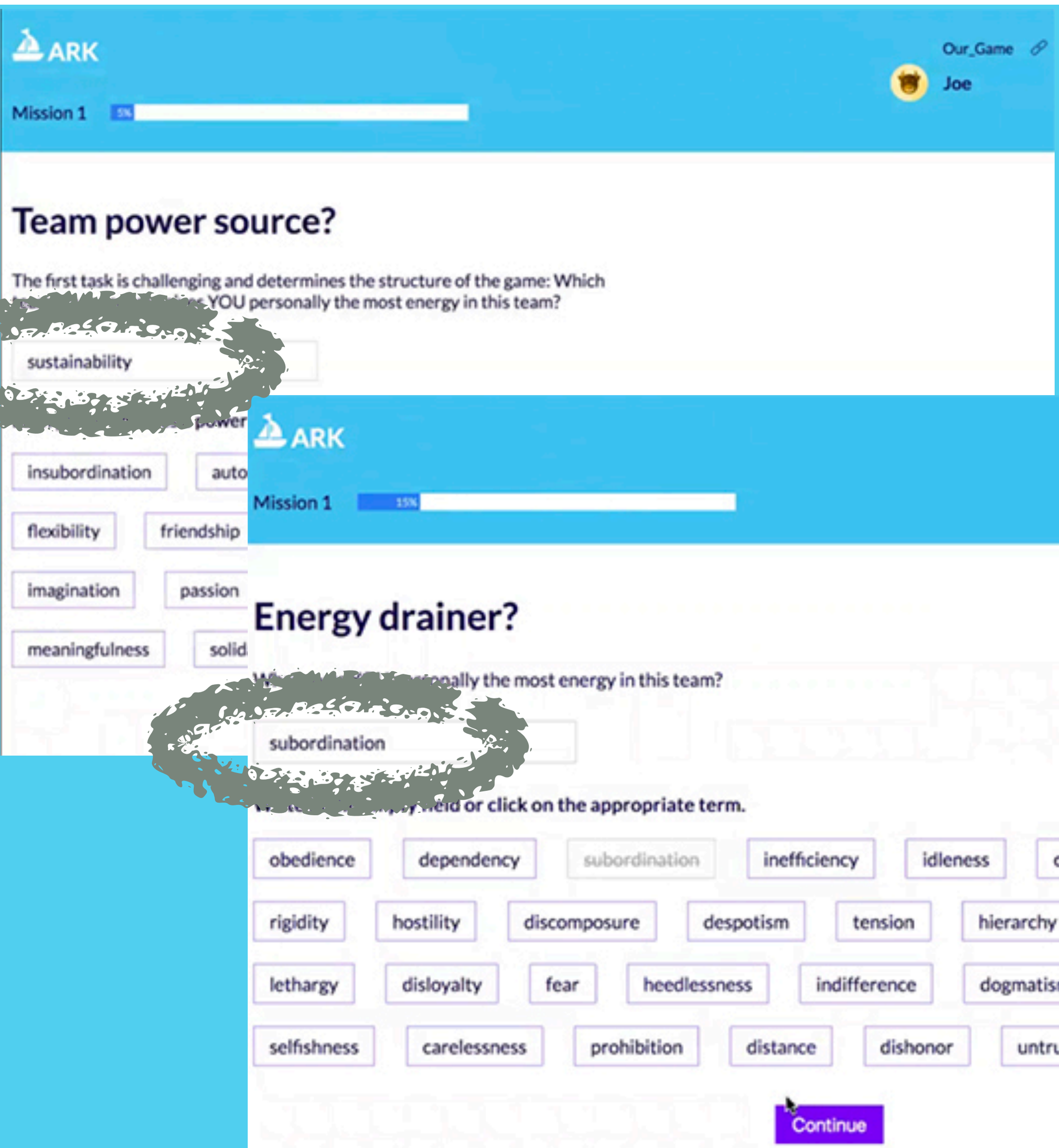
Tensions

Team Heatmap shows 1) safe zones, 2) tension scales & team tensions.

	31	31	29	25	23	21	
20-52	-52	-26	47	19	-7	-12	Effizienz Distanz 36
18-50	-20	-21	46	-8	-39	-6	Flexibilität Gleichgültigkeit 34
13-45	-33	-37	54	-36	-18	10	Effizienz Leistungsschwä 29
5-37	2	7	-2	-8	-13	20	Einzigartigkeit Einfallslosigkeit 21
5-37	-14	-3	3	-3	-20	-1	Leidenschaft Gleichgültigkeit 21
3-35	-21	-12	2	-11	-13	19	Erfolg Sinnlosigkeit 19
	-138	-92	150	-47	-110	30	
	Renée	Severine	Mario	Ute	Markus	Oliver	

Team Insights

By naming your team's power sources & energy drainers



Individual Insights

Displaying sources & magnitude of safe-zones & tensions within the team?

carefulness	efficiency	fairness	flexibility	pleasure
-16	34	-37	-17	15
distance	fear	risk	selfishness	rigidity
sustainability				
-33				
conformity				

The coloured area is your team's safe zone. What is your contribution to the energy sources and energy eaters in the team? How do you explain the differences between your self-perception and the team's perception of your contributions?

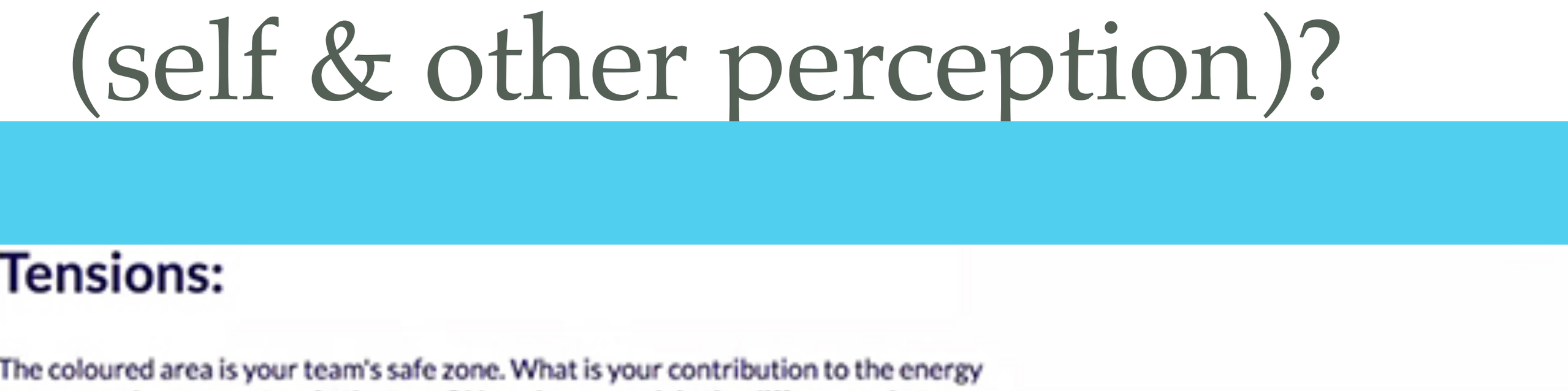
- White = absence of tension
- Values above 16 = tension with the team
- Negative sign = you tend to assess your contribution to the team dynamic too positively
- Positives Vorzeichen = schätzt den Beitrag zur Teamdynamik eher zu kritisch ein
- Red = your self-perception is outside the safe zone
- Yellow = the perception of your contribution by the others is outside the safe zone
- Black = the self-perception and the external perception of your contribution to the group dynamics are outside the safe zone

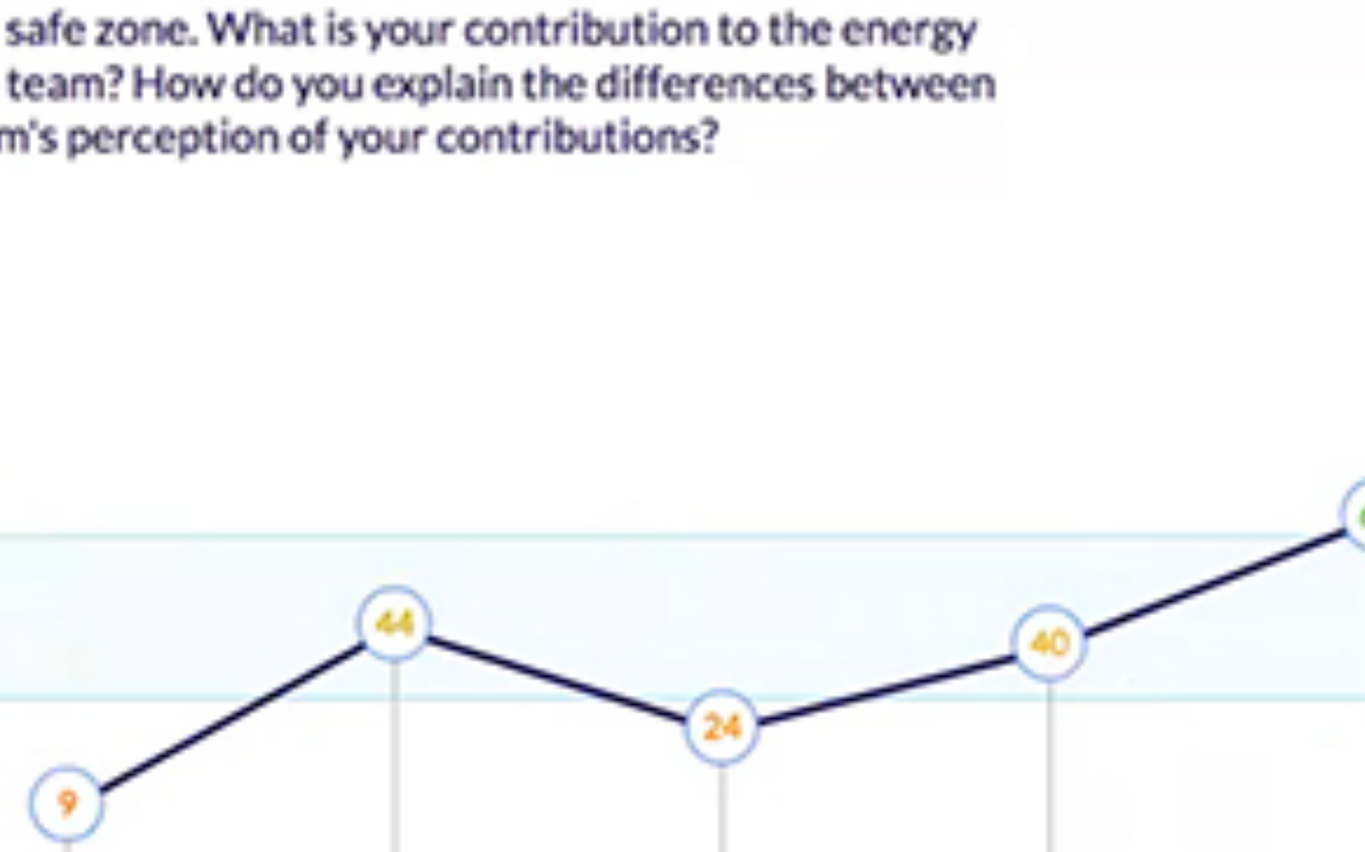
Individual Insights

Revealing my perceived contribution to said tensions (self & other perception)?

Tensions:

The coloured area is your team's safe zone. What is your contribution to the energy sources and energy eaters in the team? How do you explain the differences between your self-perception and the team's perception of your contributions?



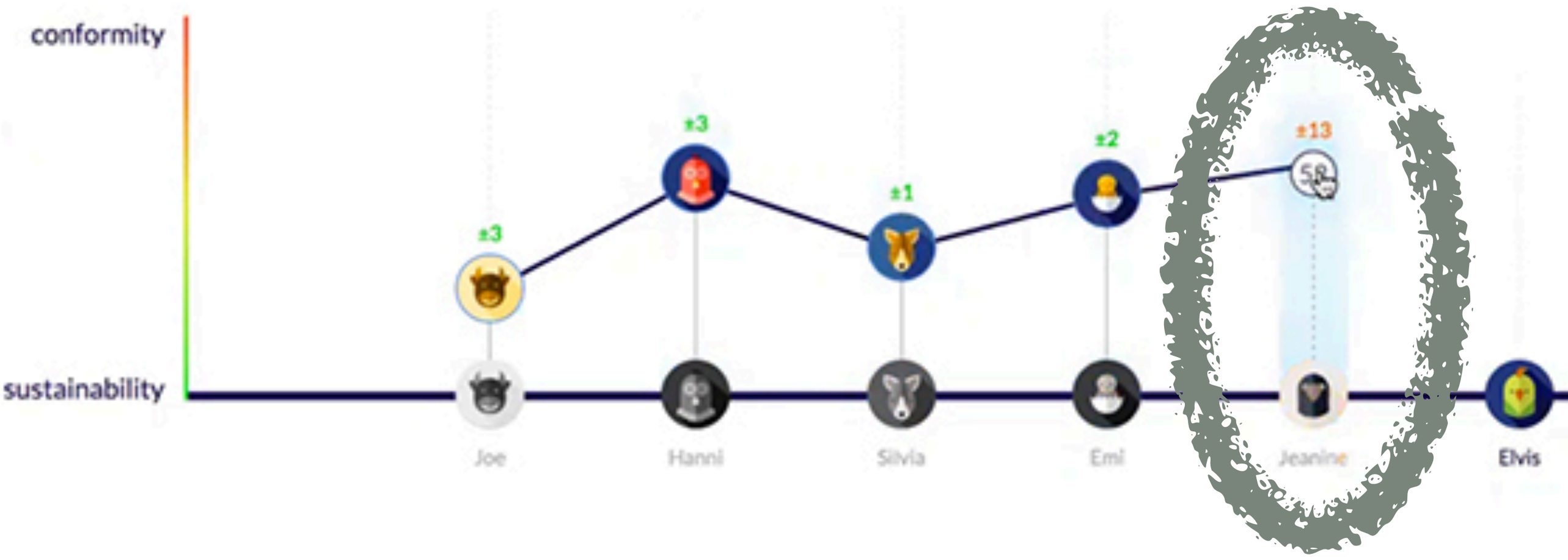


Bonus

Social sensitivity training.
(Google's PS driver)

How about your social sensitivity?

First move your own character and then all the other avatars to guess how your fellow players perceive your contribution to the group dynamic. If all values are GREEN, you can continue.



An averagely developed social sensitivity is an essential prerequisite for psychological safety.

Continue

Bonus

Voice feedback towards a psychologically safer team.

Anonymous feedback:

MORE of this: I appreciate your contribution to our successful teamwork...

Something I ... ciate about you is your aptitude for problem solving in a proac... way.

I'd love to see you do mo...

I can see you're having a p... happy.

Be even more candid, esp...

I love your drive and franl...

I really like when you imp...

CHANGE: you could contribute to the psychological safety of the team by...

I think you did a great job ... the all hands meeting. It showed that you are capable of getting people to work together and communicate effectively. I admire your communication skills.

One of your most impactful mo... on Project X.

Be bolder with your statements...

Encourage everyone to speak u...

Show up more often with your t...

Control your appearance less &...

QUESTION: I've always wanted to ask you...

One of your most impactful moments were the insights you gleaned base... on Project X. It showed the power of user testing in shaping a feature roadmap and increases the likelihood that we satisfy and delight our user... I'd love to see you do more of this?

It showed the power of user testing in shaping a feature roadmap and increases the likelihood that we satisfy and delight our users?

Do you really believe soustainability is key for our long term success?

Why do you seem to have little aspiration to become our boss?

Why do you sometimes hold back?

Contact

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Next Steps

- Play the ARK in self-service.
- Book a facilitated game.
- Book a learning journey.
- Book a keynote about The ARK & Psychological Safety.