

Mission der Arche



Dazu beitragen, die Welt
zu einem psychologisch
sichereren Ort zu machen.



ARK

Über uns.



Steigen Sie ein zur Online-Gruppenreise & verbinden Sie Sicherheit & Performance.

Wie?

Indem Sie die psychologische Sicherheit Ihres Teams erforschen und reflektieren. Die Arche befördert 3-9 Reisende – die erste Etappe dauert 30 Minuten.

www.arks.ch

Open Source (GPLv3).

Warum Psychologische Sicherheit?



PS ist der stärkste Prädiktor für die Team-Performance (laut der Aristoteles-Studie von Google).



ARK



How is your psychological safety?

Psychologische Sicherheit ermutigt dazu, sich zu trauen, seine Meinung zu sagen, ohne Angst zu haben, unterbrochen, verurteilt, ausgeschlossen oder bestraft zu werden.

Arbeits- Hypothese



Hohe Sicherheit = hohe
Leistung = geringe Spannungen



und umgekehrt:
viele Spannungen
= geringe
psychologische
Sicherheit
= niedrige
Leistung

Sicherheits- Abstimmung

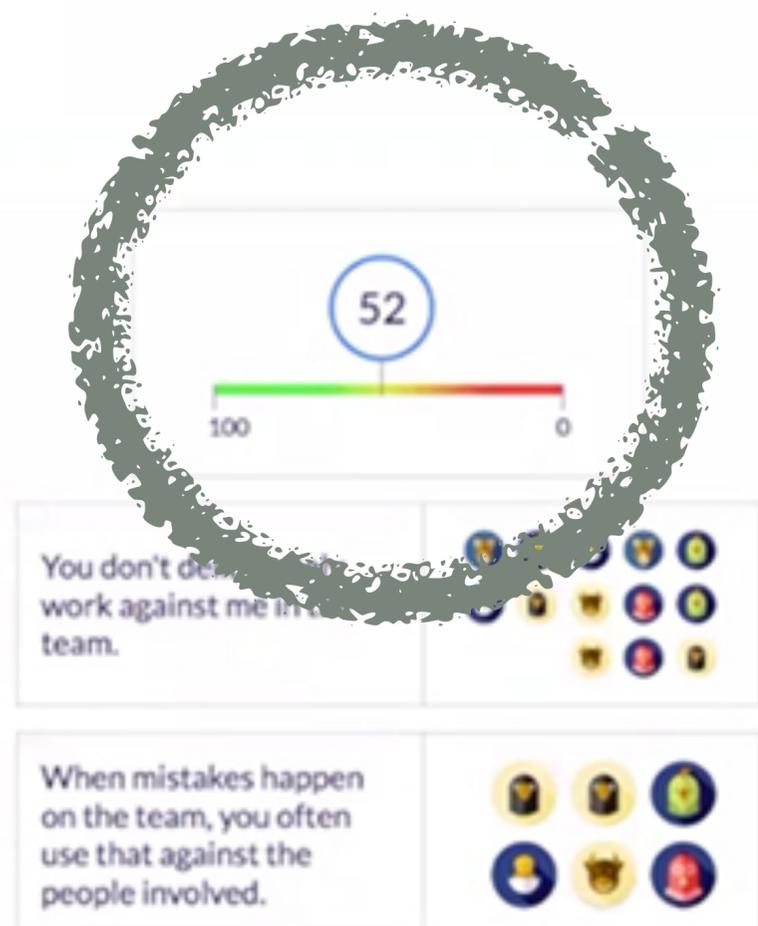


Wie steht es um die psychologische Sicherheit des Teams & welchen Beitrag leistet jeder Einzelne dazu?

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.	
My talents are seen, appreciated and utilized by you.	
It's hard for me to ask you for help.	



Performance- Abstimmung



Wie gut können wir als Team unser Potenzial nutzen?



Our_Game



Joe

Mission 1 43%

Team Potential Assessment:

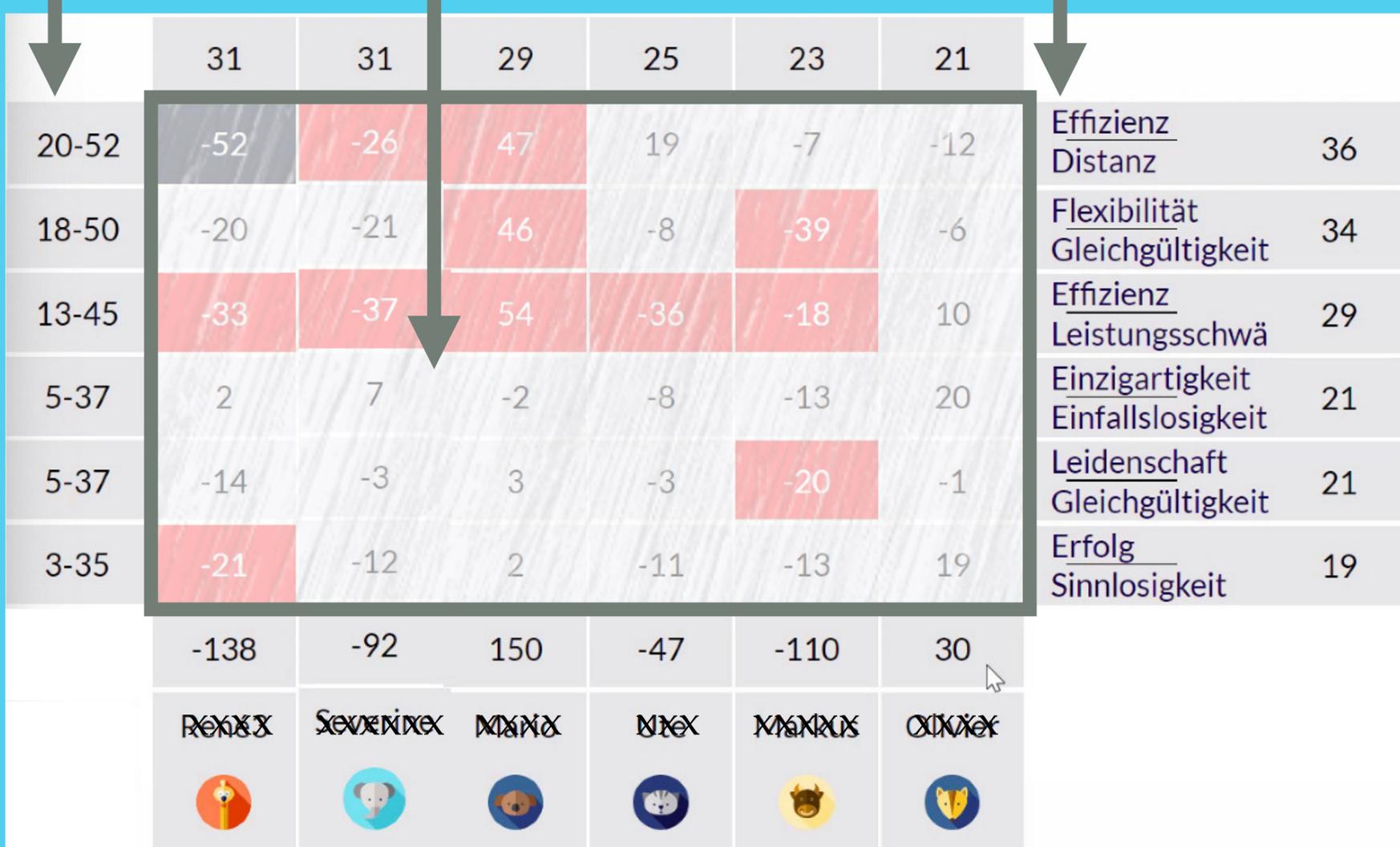
Is your team high or low performing? Our and Google's hypothesis is that better performance comes from higher psychological safety.



Spannungen reflektieren



Heatmap zeigt die sichereren Bereiche und Ursachen von Spannungen im Team.



Erkenntnisse



Energiequellen & Kraftfresser des Teams benennen.

ARK

Mission 1 5%

Our_Game Joe

Team power source?

The first task is challenging and determines the structure of the game: Which term describes YOU personally the most energy in this team?

sustainability

ARK

Mission 1 15%

Our_Game Joe

Energy drainer?

Which term describes YOU personally the most energy in this team?

subordination

Write down the term you selected or click on the appropriate term.

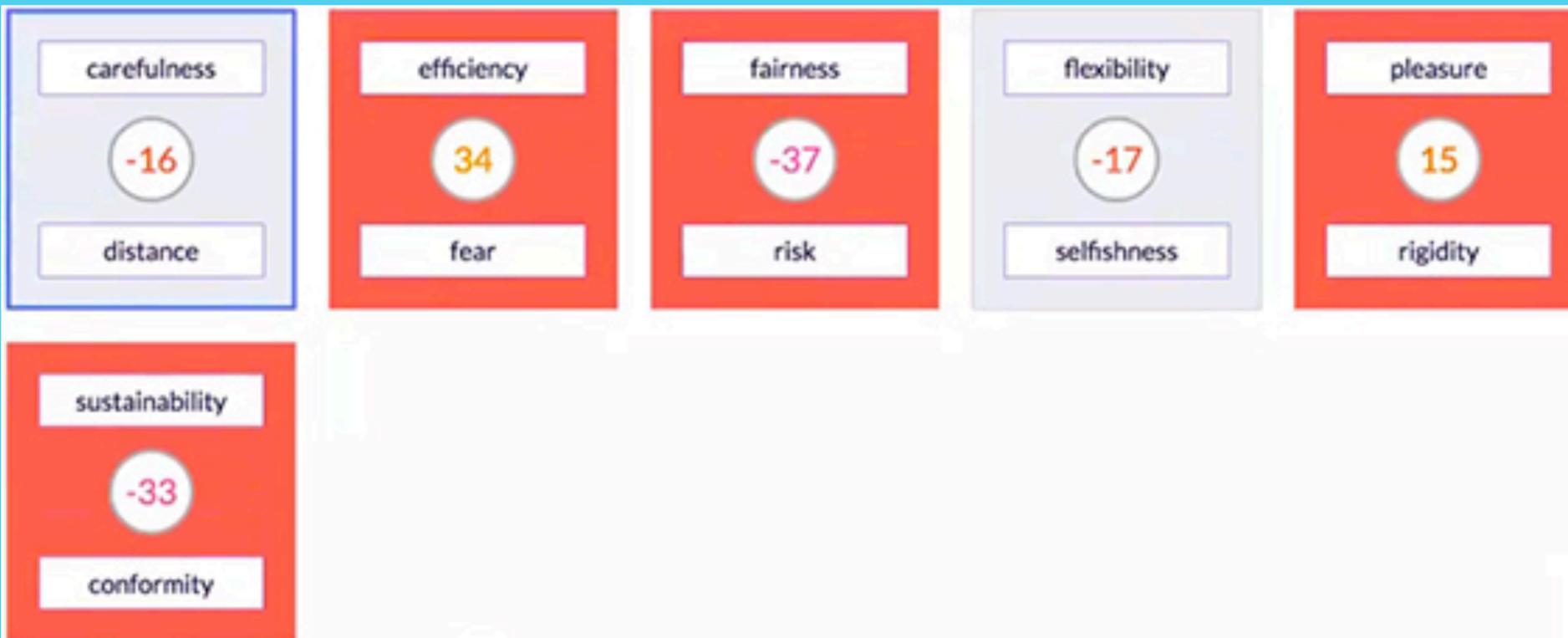
obedience	dependency	subordination	inefficiency	idleness	conformity	failure	
rigidity	hostility	discomposure	despotism	tension	hierarchy	greediness	dullness
lethargy	disloyalty	fear	heedlessness	indifference	dogmatism	risk	senselessness
selfishness	carelessness	prohibition	distance	dishonor	untrustworthiness		

Continue

Erkenntnisse



Ursachen & Umfang der Sicherheitszonen & Spannungen sichtbar machen.



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

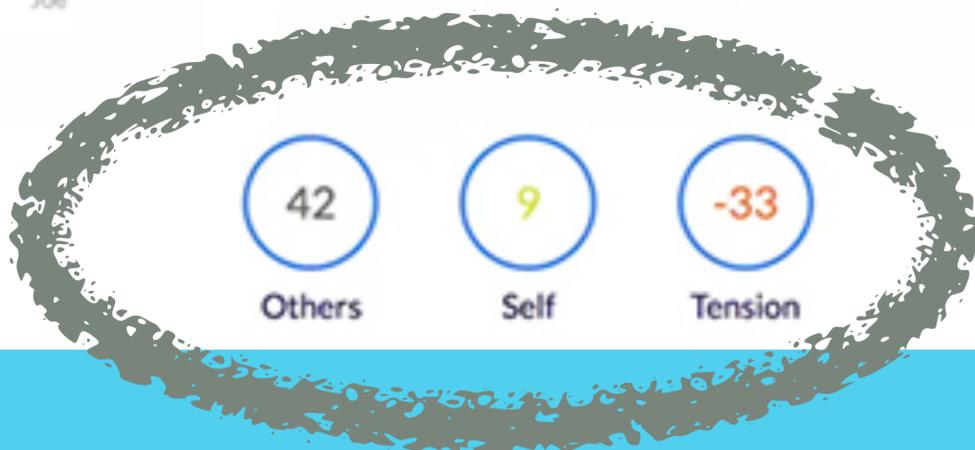
Erkenntnisse



Meine Beitrag zu diesen Spannungen erkennen (Selbst- & Fremdwahrnehmung).

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



Soziales Sensibilitätstraining. (Googles PS-Treiber)

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



Feedback (voice) für ein psychologisch sichereres Team.

Anonymous feedback:

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

Something I appreciate about you is your aptitude for problem solving in a proactive way.

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

I'd love to see you do more of this:

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

I can see you're having a great time. I'm happy.

Be even more candid, especially when you disagree.

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

I love your drive and frankness.

One of your most impactful moments were the insights you gleaned based 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 users. I'd love to see you do more of this?

I really like when you impact the team.

Encourage everyone to speak up.

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

Control your appearance less & be more approachable. Do you really believe sustainability 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?

Kontakt



Dr. Joachim (Joe) Maier

Dozent und Berater am Institut für Angewandte
Psychologie, Zürich, Schweiz, +41 78 727 4048
joe@arks.ch <http://info.arks.ch>

Nächste Schritte



- Spielen Sie die Arche selbständig.
- Buchen Sie ein moderiertes Spiel.
- Buchen Sie eine Lernreise.
- Buchen Sie eine Keynote über die Arche & psychologische Sicherheit.