

S.A.F.E in Speaking Up – Coaching Questions

Safety (Psychological Safety)

1. What makes you feel safe to speak up at work?
2. What makes you remain silent on issues at work?
3. How would you describe the level of trust in your team?
4. How could the level of trust in your team be improved?
5. What would make you feel courageous at work?
6. What discourages you from voicing your opinions?
7. How comfortable are you giving and receiving feedback? What does this tell you?
8. What would it take for you to feel completely safe in expressing your ideas at work?
9. How do you handle situations when you feel your safety to speak is compromised?
10. What can leaders do to enhance psychological safety?
11. How does workplace culture influence your sense of psychological safety?
12. Tell me about your experiences of people speaking up freely in your organisation.
13. When you've dared to speak up, how did it feel?
14. If no topic was out of bounds, what topic would you raise?
15. What steps can you take to show openness to the ideas of others?
16. What role does openness to failing play in creating a safe environment?
17. How would you approach a colleague who seems reluctant to speak out?
18. How do you truly embrace a "no idea is a bad idea" ethos?
19. What actions can you take to build psychological safety during group discussions?
20. What actions would make you feel more confident to voice concerns when they arise?

Authenticity

1. What does it mean to you to be your true self at work?
2. What does authenticity mean to you?
3. How comfortable are you being vulnerable at work?
4. What helps or hinders your ability to be authentic at work?
5. What makes conversations at work feel genuine?
6. How do you balance authenticity with professionalism?
7. In what ways do you feel your personal values are aligned with those of your organisation?
8. What's the impact of feeling like you can't be your true self?
9. How comfortable are you expressing what's important to you?
10. What prevents you from being fully authentic at work?
11. How do you manage situations where you feel pressured to act in a way that isn't true to yourself?

12. Do you worry about how others judge you? What might be driving that?
13. How accurate do you think your concerns are about how others might judge you?
14. How can you support others in being authentic?
15. What is the connection between authenticity and trust in your team?
16. How do you balance authenticity with respect for others?
17. How do you handle conflicting values within your team?
18. How do you best communicate your values to others in your team?
19. How do you encourage open, authentic conversations at work?
20. How do you ensure that your actions reflect your core values?

Fairness

1. How do you define fairness in your workplace?
2. How do you respond to situations that feel unfair at work?
3. What role does fairness play in how you make decisions and interact with others?
4. How do you ensure fairness in team dynamics, especially when there are competing perspectives?
5. How can you contribute to ensuring all voices are treated equally in meetings or group settings?
6. How do you assess whether you've been fair in giving feedback to others?
7. How do you approach situations where you need to advocate for fairness?
8. How can fairness in communication help to build stronger working relationships?
9. What can your organisation do to improve fairness in its policies and practices?
10. How do you handle situations when you notice someone being treated unfairly at work?
11. How can you contribute to ensuring fairness in decision-making processes at work?
12. How do you ensure that your approach to getting work done is fair to others, considering their needs and perspectives?
13. How can you promote fairness in workplace culture?
14. What systems are in place at your organisation to ensure fairness?
15. Are there any systems or processes at work that could be fairer?
16. Who, in your opinion, is treated unfairly at work? How could you change that?
17. What do you believe is the relationship between fairness and morale in the workplace?
18. How do you navigate situations when fairness may require you to make difficult or unpopular decisions?
19. How would you cultivate fairness at work to ensure everyone feels heard?
20. How do you go about restoring trust when perceptions of fairness in your team have been fractured?

Emotions

1. How do your emotions influence your decisions to speak up at work?
2. How do you manage your emotions when faced with difficult conversations at work?
3. How do you ensure that emotions don't cloud your judgement?
4. How do you ensure your emotions don't impair your ability to communicate convincingly?
5. How can you use emotional awareness to improve your interactions with others?
6. How do you differentiate between reacting emotionally and responding thoughtfully at work?
7. How do you handle situations when others' emotions are running high at work?
8. What role do emotions play in building trust within your team?
9. How do you address emotional triggers that may arise in your workplace? What strategies work best for you?
10. How do you stay aware of your emotional state during high-stakes conversations?
11. How can you create space for people to express their emotions in a way that contributes to productive dialogue?
12. How do you ensure that emotional reactions don't override the need for rational decision-making in your team?
13. Can you think of a time when acknowledging emotions helped to resolve a workplace issue? What was the outcome?
14. What emotions do you find hardest to express at work, and how might you work through them?
15. How do emotions play a role in maintaining a positive work environment?
16. How do you handle emotions when delivering feedback or having difficult conversations with colleagues?
17. How can you encourage emotional intelligence in others to help navigate challenging conversations?
18. How do you know when your emotions are impacting interactions with others? What do you do to recalibrate?
19. How do you differentiate between being constructive and being cautious when sharing your thoughts?
20. How do you manage emotional fatigue, particularly when dealing with complex or emotionally charged situations at work?