



Psychological Safety Week 2026

21st - 25th September

Psychological Safety Week Toolkit

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Welcome

A Note from Professor Binna Kandola OBE

Thank you for signing up to take part in **Psychological Safety Week 2026**. Our inaugural week far surpassed any of our expectations and we were overwhelmed by the engagement of individuals and organisations around the world.

We are delighted to be returning for another year, supported by a fantastic cohort of both returning and new sponsors. This year's theme is **Talent Hushing** and we can't wait to welcome you to a brand new week of expert webinars, industry panels, research and more. There are plenty of ways you can join in with Psychological Safety Week - and everyone can take part.

Join the conversation, spread the word and be part of the movement for a more effective, inclusive and innovative workplace.

We look forward to you joining us in September!



"Without psychological safety, the idea of bringing your whole self to work has no meaning. Where psychological safety exists you feel respected and heard by those around you; you feel able to share your ideas and to critique those of others."

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What is Psychological Safety Week?

Psychological Safety Week is an international initiative for the promotion of psychological safety in the workplace devised, created and hosted by Pearn Kandola, a firm of business psychologists.

From its origins in 1965 to its surge in popularity after Google's Project Aristotle, psychological safety is certainly not new. There has however been a disconnect in approaches over time, leading to continued confusion over the term and its effective application in the workplace.

Psychological Safety Week was launched in 2025 to raise awareness of what psychological safety is - and just as importantly, is not - and thousands of individuals across more than 600 organisations took part.

This Year's Theme: Talent Hushing

Your organisation's best ideas may be being silenced. Where your employees don't feel able to challenge and speak up, you lose the ideas that could drive your organisation forward, solve that nagging problem or catch a mistake before it's too late.

Learn more in September... The full agenda will be revealed in stages, so keep an eye on your emails!

The best part? It's free for your organisation to get involved

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A Guide to Psychological Safety

To effectively foster psychological safety, it is crucial to examine and address it across three levels: organisational, team, and individual.

Here's a cheat sheet with Pearn Kandola's one-line definitions and indicators:

Organisational Level

A climate or culture that tolerates failure without retaliation and encourages risk-taking, learning and innovation.

Indicators: Supportive leadership and inclusive policies that prioritise communication, engagement and the absence of threat or harm.

Team Level

A shared belief that the team environment fosters mutual respect, trust, and openness, where members feel valued and comfortable sharing ideas, concerns and feedback.

Indicators: Inclusive communication, constructive collaboration, appreciation of contributions, and a commitment to learning and collective success.

Individual Level

Experienced as the personal freedom to express oneself authentically without fear of negative consequences to self-image, status, or career.

Indicators: Individuals feel comfortable being themselves, admitting mistakes, and sharing their thoughts.

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Why Does Psychological Safety Matter now?

Unprecedented times. Artificial intelligence. Rapid change. Perhaps it's time to assume that volatility is permanent, and just another phase of evolution?

It's not enough for organisations to 'ride out uncertainty' while waiting for a return to stability.

It's time to develop organisations, teams and leaders who are equipped to evolve, not just reacting to the world, but shaping it.

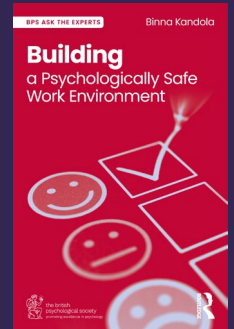
Psychological safety is what world-shaping organisations are using to drive innovation, risk-taking and high performance.

In his recently released book, *Building a Psychologically Safe Work Environment*, Professor Binna Kandola OBE explores the topic in more detail, and it is this evidence-backed approach that forms the foundation of Psychological Safety Week, and the work we deliver to support high-performance workplaces.

In his book, Binna examines organisations that have soared to success through psychological safety, such as General Motors and Microsoft, under the leadership of Mary Barra and Satya Nadella respectively. He also explores case studies where a lack of psychological safety has destroyed an organisation's reputation, or lead to its collapse, such as Boeing and Enron.

Crucially, he explores the danger of partial "success", with a powerful case study from Pixar Animation Studios. The dual narrative: groundbreaking creativity and freedom for those in the in-group, systemic exclusion for those outside it. The result? Initially, worldwide success and acclaim for its pioneering environment. Then, over time, hushed (and ultimately lost) talent followed by a high-profile, reputation-threatening scandal at the highest level.

A powerful reminder: when psychological safety is not upheld at every level, even the most celebrated cultures can unravel.



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Five ways your workplace can get involved with Psychological Safety Week

1

Save the date

Download and share our [.ics calendar invite](#) to save the date (21st - 25th September)

2

Spread the word

Share your support with our [shareable posters](#) and [social graphics](#) #TalentHushing #PSW26

3

Attend our free live sessions

Such as our expert webinars and industry panels during psychological safety week

4

Share resources

We'll be releasing free resources to share before and during psychological safety week

5

Invite your peers

Get your colleagues involved and help tackle talent hushing in your organisation

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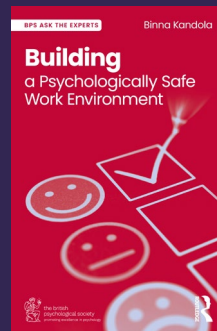
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Resources

Here's some helpful resources to get you ready for Psychological Safety Week.



Download our
free **posters** +
social media
graphics



Binna's book is
available now:
Amazon
Routledge
Waterstones

Recap the 'What is psychological safety?' series
from our inaugural week



Organisations



Leaders



Teams

Let's get social



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