



Building Psychological Safety for High Performing Teams

**SAFE SPACES.
STRONG TEAMS.
SUSTAINABLE
SUCCESS.**

Workplace culture thrives when people feel safe to speak up. *Building Psychological Safety for High-Performing Teams* explores how trust and open communication drive collaboration, innovation, and results. Participants gain practical tools to create environments where everyone feels valued, supported, and empowered to contribute their best.

Developed by SHIFT, the only HR compliance training company founded by employment attorneys, this course goes beyond checking the box to deliver lasting behavior change that protects culture, reduces risk, and helps businesses thrive.

TRAINING OVERVIEW

Strong organizations grow from strong teams. This course explores what drives high performance through trust, psychological safety, and continuous learning. Learners discover how open communication and collaboration spark innovation—and gain tools to help their teams and organizations thrive.

LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points.

- **Define** the core characteristics of a high-performing team
- **Explain** the role of psychological safety in team effectiveness
- **Recognize** how a growth mindset supports learning and adaptability
- **Apply practical strategies** to enhance collaboration, trust, and performance within their teams

WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

Industry's most advanced customization—tailored to your brand, your people, your policy. With dedicated support team for seamless implementation.

BUILDING CULTURE THROUGH CONTINUED LEARNING

Training sparks growth—our Learning Journeys sustain it. Partner with SHIFT to design custom, expert-led programs that strengthen culture, deepen connection, and drive meaningful business outcomes.



10 - 40 Minutes



Mobile Friendly



Instant Certificate Download



English, Spanish (Others available)



Fully WCAG 2.1 AA Compliant

Flexible SCORM delivery options

Hosted by SHIFT or your LMS


Built for Compliance.
Designed for Change.

BEST-IN-CLASS HR COMPLIANCE & WORKPLACE CULTURE TRAINING SOLUTIONS



SHIFT YOUR EXPECTATIONS OF COMPLIANCE TRAINING

SCHEDULE A FREE ASSESSMENT WITH OUR EXPERT TRAINING TEAM

-  Minimize risk exposure with **training built by top-rated employment law attorneys** with deep expertise in state, federal, and global mandates
-  Boost course completion and knowledge retention with **engaging and interactive courses designed by subject matter experts**, including social psychologists and legal experts
-  Stay protected against emerging risks with **content that evolves** alongside shifting workplace challenges, new regulations, and timely, relevant issues
-  Achieve lasting change with **empathy-based training that shifts mindsets and behavior**, with learning resources for reinforcement
-  **Bespoke customization** increases employee buy-in with training that reflects your brand, workplace, and industry
-  Save valuable time and resources with our **dedicated support team**, ensuring a smooth and seamless implementation

YOUR CULTURE SHIFT BEGINS HERE

HR COMPLIANCE COURSES

- Preventing Workplace Harassment and Discrimination
 - CA, CT, DE, IL/Chicago, ME, WA & NY/NYC compliant
 - Canada, UK, Australia, India & Global editions
- Preventing Workplace Violence
 - California & NY Retail Workers Safety Act
- Active Shooter & Active Threat Preparedness
- Code of Conduct: Cultivating Workplace Ethics & Preventing Bribery, Fraud & Corruption
- Bystander Intervention
- Preventing Workplace Bullying

VIEW OUR FULL CATALOG

WORKPLACE CULTURE COURSES

- Civility in Action: Fostering Trust & Respect
- Building Psychological Safety for High Performing Teams
- Thriving in a Multi-Generational Workforce
- Building Employee Inclusion & Upstander Culture
- Unconscious Bias: SHIFting From Awareness to Action
- Unconscious Bias: The Impact of Microaggressions
- Building Cultural Competency
- Allyship in Action
- Transgender Inclusion in the Workplace
- Disability Etiquette & Beyond

SHIFT IN MINUTES Power Skills in 10 Minutes

- Conversations that Count: Giving and Receiving Feedback
- Belonging in Action: Advancing Inclusive Workplaces
- Tuned in Teams: Effective Listening



Higher Engagement



Increased Productivity



More Innovation



Better Business Results

Built for Compliance.
Designed for Change.