

FEARLESS CERTIFIED PRACTITIONER - SPORT EDITION

BENCHMARK. EXPLORE. BUILD. EMBED

Leverage data driven insights on psychological safety to unlock and embed the team behaviors that support sustainable high-performance.



Why do explicit work on psychological safety in sport?

When coaches and teams foster a climate of higher psychological safety, athletes experience performance enablers including;

- Higher team cohesion
- Buffering of athlete burnout
- Increased athlete self efficacy
- Higher collective motivation across the team
- Flourishing and thriving in sport *and* life.
- Enhanced mental health outcomes
- Reinforcement of positive cultural norms



When there isn't psychological safety in sport?

When training environments disregard psychological safety, and coaches do not act in ways that support it, athletes experience performance derailers such as;

- Increased anxiety
- Suspicion & distrust in team/coach
- Complicated interpersonal relationships that impact performance
- Lower team cohesion, Lower task cohesion
- Higher rates of burnout
- Mental ill-health due to the stigmatisation of seeking help.



Winning team dynamics don't happen by accident. Equip your coaches with data driven insights to hold genuine conversations about team culture and norms. Unlock full team potential by helping to create the conditions for best individual and collective performance.



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FOR MEASURING & BUILDING PSYCHOLOGICAL SAFETY IN HIGH PERFORMANCE SPORT

Track and talk to the dynamics needed for sustainable performance, athlete wellbeing, and productive team cultures.



Psych Safety: Sport cohort and sport focus

The sports edition of the Fearless Certification program includes deep exploration of Psychological Safety concepts in the context of sport and high performance. Learn how to use the Fearless Organization Scan instrument, a simple but powerful tool, for taking a temperature check on team culture. Utilise real data as a leverage point to explore underlying team dynamics that are helping or hindering. Hone your skills for holding psychologically safe team conversations that raise insights, change the team dynamics, and positively impact performance in the context of the sports landscape.

Endorsed by Professor Amy C. Edmondson. Globally recognised certification.

Endorsed by world leader in psychological safety research, Professor Amy C. Edmondson, the Fearless Organization Scan is a reliable measure of Psychological Safety, which underpins innovative culture and high performance outcomes. Fearless Certified Practitioners are recognised throughout the global Fearless network, and have access to the powerful scan instrument portal.

Applied skills and tools

The certification program includes an opportunity to have a Master facilitator co-facilitate a Fearless Organization Scan Debrief a sport team or athlete group with you. Use the 'FOS' as the key card to raising actionable insights that are critical to creating the team/coach/athlete interpersonal behaviours that enable both high performance and athlete wellbeing.

Sport Cohort

Delivered by highly experienced facilitators aligned with High Performance sport, the Sport Edition offers an incredible opportunity to learn from and with people working in the sports landscape.



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Program outline



Resource Access

Enroll in the PeopleTalking Academy and access course pre-reading, research bank and other resources for use as a Fearless Practitioner.



Module 1, 2.5 hour virtual.

Core concepts of psychological safety and links to culture, athlete wellbeing and high performance outcomes. Introduction to the FOS instrument for measuring psychological safety in teams.



Module 2, 2.5 hours virtual.

Methods for coaches / facilitators to hold high quality conversations, using FOS data as stimulus, on the aspects of team dynamics that are helping, harming or hindering individual and collective performance.



Module 3, 2.5 hours virtual

Using a FOS from set up to debrief - case studies in effecting cultural and behavioural change for improved outcomes. Designing and preparing for sport team application.

Module 4, 2.5 hours virtual

Group presentations. Faculty guided FOS Debrief experience and group coaching.

Pilot team with faculty support

Have a Master FOS practitioner Co-facilitate (option) a Fearless Organization Scan debrief with a team of your choice.



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