

Safety Circle Creator

Building Inclusive Circles of Trust & Protection

Intensives Library · Team Culture & Retention

CONTENTS

- Part 1 · Overview
- Part 2 · Slides
- Part 3 · Mind Map
- Part 4 · Assessment
- Part 5 · Worksheet

Part 1 · Overview

Safety Circle Creator

A circle of safety defines who is inside the protected zone of trust, care, and mutual support — and who is treated as outside it. In high-performing clinical teams, the circle of safety extends to every team member. This intensive builds the specific skills for expanding psychological safety circles and eliminating the internal threat dynamics that undermine teams.

Learning Slides

Simon Sinek's Circle of Safety model applied to SUD clinical team environments.

Mind Map

Visual framework for mapping your team's current safety circle and expansion strategies.

Self-Assessment

Evaluate your role in expanding or contracting your team's circle of safety.

Worksheet

Practical exercises for building inclusive safety circles in clinical settings.

Circle Expansion Skills

Eliminating internal threat dynamics

Including marginalized team voices

Peer protection behaviors

Leader as first defender of the team

Cross-functional safety extension

New member integration into the circle

Part 2 · Slides

Introduction

The Safety Circle Creator

Building Trust, Vulnerability, and Belonging in Treatment Teams

A circle of safety represents a boundary of mutual protection where team members feel secure to express vulnerability, take interpersonal risks, and support one another through the challenges of addiction treatment work.

- Team members feel protected by colleagues rather than threatened by them
- Mistakes become learning opportunities rather than sources of shame
- Individual struggles are met with collective support rather than judgment
- Trust forms the bedrock—belief that colleagues genuinely care about your welfare
- Vulnerability requires courage to show authentic experience including uncertainty

Awareness

Trust Foundation Recognition

Understanding the Bedrock of Safety

Trust is the fundamental belief that team members genuinely care about one another's welfare and will act in ways that support rather than undermine colleague success.

- Recognize when you feel genuinely trusted versus suspected or doubted
- Notice specific behaviors that build versus undermine trust in colleagues
- Understand how trust affects willingness to seek help and share concerns
- Identify patterns in what creates versus destroys trustworthy relationships
- Acknowledge both strong and fragile aspects of trust in your team

Awareness

Vulnerability & Authenticity

The Courage to Show Your Authentic Self

Vulnerability represents the courage to show authentic human experience—including uncertainty, struggle, and need for support—creating opportunities for genuine connection.

- Recognize your comfort level with showing appropriate vulnerability
- Notice when you feel safe versus unsafe to admit mistakes or limitations
- Understand how vulnerability affects the depth of team relationships
- Identify environments that encourage versus discourage authentic sharing
- Acknowledge both comfortable and defensive aspects of your expression

Awareness

Belonging & Acceptance

Feeling Genuinely Valued as a Team Member

Belonging goes beyond surface inclusion to deep acceptance where team members feel genuinely valued for who they are, not just what they produce.

- Recognize when you feel genuinely accepted versus merely tolerated
- Notice how belonging affects motivation, creativity, and engagement
- Understand the difference between surface inclusion and deep acceptance
- Identify behaviors that create versus undermine your sense of belonging
- Acknowledge both fulfilled and unmet aspects of your belonging needs

Mastery

Trust Building & Reliability

Becoming Someone Others Can Count On

Trust is built through consistent supportive behavior that demonstrates reliability and genuine commitment to team welfare.

- Demonstrate reliability through consistent supportive behavior
- Develop practices that build colleague trust in your professional character
- Build capacity for following through on commitments and promises
- Create approaches for rebuilding trust when damaged by mistakes
- Practice behaviors that inspire confidence in your commitment to team welfare

Mastery

Vulnerability Practice

Modeling Authenticity That Invites Connection

Practicing appropriate vulnerability deepens professional relationships while maintaining competence and encouraging colleagues to be more authentic.

- Practice appropriate vulnerability that deepens rather than compromises relationships
- Develop courage for admitting mistakes when appropriate for team learning
- Build authentic self-expression while maintaining professional boundaries
- Create opportunities for meaningful sharing that strengthens connections
- Model vulnerability that encourages colleague authenticity and openness

Mastery

Empathy & Compassion

Responding to Colleagues with Genuine Care

Empathy enables team members to understand and respond compassionately to colleagues' experiences, creating emotional safety that supports professional relationships.

- Cultivate empathy for colleagues facing challenges or struggles
- Develop skills for recognizing and responding to colleague emotional needs
- Build capacity for offering comfort during difficult professional situations
- Create responses that validate rather than dismiss colleague experiences
- Demonstrate genuine care for colleague wellbeing beyond performance

Mastery

Protective Response

Shielding Colleagues from Unnecessary Harm

Active protection means defending team members from unfair treatment, excessive pressure, and professional danger during vulnerable moments.

- Protect colleagues from unnecessary harm, criticism, or professional danger
- Develop skills for defending team members facing unfair treatment
- Build capacity for advocating for colleague needs within organizational systems
- Create protective responses that shield colleagues during vulnerable moments
- Stand up for team members even when personally costly or difficult

Mastery

Mistake-Friendly Learning

Transforming Errors into Growth Opportunities

Mistake-friendly environments treat errors as learning opportunities rather than individual failures, enabling continuous improvement and innovation.

- Create mistake-friendly environments where errors become learning opportunities
- Respond to colleague mistakes with curiosity rather than judgment or blame
- Share your own mistakes as learning resources for team development
- Create mistake processing that strengthens rather than damages relationships
- Treat errors as team learning opportunities rather than failures to hide

Mastery

Conflict Resolution & Repair

Maintaining Safety Through Disagreements

Effective conflict resolution preserves psychological safety and trust, addressing tensions before they threaten team relationships.

- Engage in conflict resolution that preserves rather than damages safety and trust

- Address interpersonal tensions before they threaten psychological safety
- Build capacity for repairing relationships after conflicts occur
- Create conflict approaches that strengthen rather than weaken team bonds
- Practice forgiveness and reconciliation that restores relationships

Mastery

Celebration & Affirmation

Recognizing and Honoring Contributions

Celebration cultures recognize colleague achievements and contributions, building positive team experiences that strengthen relationships.

- Celebrate colleague achievements, growth, and contributions to success
- Develop skills for recognizing and affirming team member strengths
- Build capacity for creating positive team experiences
- Create celebration approaches that honor individual and collective accomplishments
- Express genuine appreciation and gratitude for colleague support

Mastery

Crisis Support

Intensifying Protection When It's Needed Most

During crisis situations, circles of safety intensify rather than abandon protection, mobilizing collective resources for team member support.

- Provide extraordinary support during colleague crisis situations
- Recognize when team members need additional support beyond normal assistance
- Mobilize collective resources during individual or team emergencies
- Demonstrate team protection commitments during high-stress periods
- Maintain safety and support even during chaotic circumstances

Application

Your Safety Circle Journey

Creating Environments Where Excellence Thrives

Circle of safety mastery develops through continuous practice, creating environments where vulnerability is met with protection and challenges are addressed through collaboration.

- Maintain personal resilience that enables continued contribution to safety
- Develop self-care practices that support your ability to support colleagues
- Build capacity for seeking support while continuing to provide support
- Create sustainability approaches that maintain rather than exhaust your capacity
- Balance personal needs with team welfare for individual and collective wellbeing

Part 3 • Mind Map

Safety Circle Creator Mind Map

Map Your Trust, Vulnerability & Belonging Journey

Create a comprehensive map of your safety-building patterns to identify specific development priorities for creating protective team environments.

Remember: Circle of safety isn't about eliminating professional challenge—it's about creating environments where vulnerability is met with protection and challenges are addressed through collaboration.

Trust Foundation

Building reliable, trustworthy relationships

Trust Recognition

How do you recognize when you feel genuinely trusted versus suspected or doubted by team members?

Examples: Body language; Communication openness; Help-seeking comfort

Your specific patterns...

Trust-Building Behaviors

What specific behaviors help you build versus undermine trust with colleagues?

Examples: Follow-through; Consistency; Reliability

Your specific patterns...

Trust Repair

How do you approach rebuilding trust when it has been damaged through mistakes or misunderstandings?

Examples: Acknowledgment; Amends; Changed behavior

Your specific patterns...

Vulnerability & Authenticity

Practicing appropriate openness

Vulnerability Comfort

How do you recognize your comfort level with showing appropriate vulnerability with colleagues?

Examples: Self-awareness; Context sensitivity; Boundary clarity

Your specific patterns...

Safety Recognition

What helps you notice when you feel safe versus unsafe to admit mistakes or limitations?

Examples: Environmental cues; Relationship quality; Past experiences

Your specific patterns...

Authenticity Modeling

How do you model vulnerability that encourages rather than discourages colleague openness?

Examples: Appropriate sharing; Normalization; Reciprocity

Your specific patterns...

Belonging & Acceptance

Creating genuine inclusion

Belonging Recognition

How do you recognize when you feel genuinely accepted versus merely tolerated within your team?

Examples: Inclusion signals; Value acknowledgment; Authentic welcome

Your specific patterns...

Belonging Impact

What helps you notice how belonging affects your motivation, creativity, and engagement?

Examples: Energy levels; Initiative; Investment

Your specific patterns...

Belonging Creation

How do you create belonging experiences for colleagues that honor individual differences?

Examples: Welcome practices; Inclusion rituals; Difference appreciation

Your specific patterns...

Empathy & Compassion

Responding with genuine care

Empathy Recognition

How do you recognize when colleagues demonstrate genuine empathy versus superficial compassion?

Examples: Depth of understanding; Active listening; Follow-up care

Your specific patterns...

Compassion Response

What helps you respond supportively to colleague emotional needs during difficult situations?

Examples: Presence; Validation; Practical support

Your specific patterns...

Care Demonstration

How do you demonstrate genuine care for colleague wellbeing beyond professional performance?

Examples: Check-ins; Flexibility; Personal interest

Your specific patterns...

Protective Response

Shielding colleagues from harm

Protection Recognition

How do you recognize when colleagues need protection from criticism or professional danger?

Examples: Vulnerability signs; Pressure indicators; Unfair treatment

Your specific patterns...

Advocacy Skills

What helps you advocate for colleague needs within organizational systems?

Examples: Voice lending; Resource sharing; System navigation

Your specific patterns...

Standing Up

How do you practice standing up for team members even when personally costly?

Examples: Courage cultivation; Risk calculation; Values commitment

Your specific patterns...

Mistake Processing

Transforming errors into learning

Mistake Environment

How do you create environments where mistakes become learning opportunities rather than failures to hide?

Examples: Response modeling; Language choice; Normalization

Your specific patterns...

Curiosity Response

What helps you respond to colleague mistakes with curiosity rather than judgment?

Examples: Question asking; Assumption checking; Context exploration

Your specific patterns...

Own Mistakes

How do you share your own mistakes as learning resources for team development?

Examples: Appropriate disclosure; Lesson extraction; Growth modeling

Your specific patterns...

Crisis Support

Intensifying protection when needed

Crisis Recognition

How do you recognize when team members need extraordinary support during crisis situations?

Examples: Distress signals; Overwhelm indicators; Resource depletion

Your specific patterns...

Resource Mobilization

What helps you mobilize collective resources during individual or team emergencies?

Examples: Network activation; Coordination; Coverage provision

Your specific patterns...

Sustained Support

How do you maintain protection and support even during high-stress or chaotic periods?

Examples: Consistency commitment; Priority clarity; Self-care integration

Your specific patterns...

Action Planning for Circle of Safety Development

Capacity 1: Define the specific safety-building capacity you want to develop

First priority capacity...

Capacity 2: Define your second circle of safety development priority

Second priority capacity...

Capacity 3: Define your third circle of safety development priority

Third priority capacity...

How do these goals support each other and enhance overall team protection and trust?

Integration strategy...

Part 4 · Assessment

The Safety Circle Creator Assessment

Building Trust, Vulnerability, and Belonging in SUD Treatment Teams

Understanding Your Current Circle of Safety Experience

Trust Foundation Recognition

1. I recognize when I feel genuinely trusted by team members versus when I feel suspected or doubted.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

2. I notice the specific behaviors and actions that build versus undermine my trust in colleagues.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

3. I understand how trust affects my willingness to seek help, share concerns, or admit uncertainties.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

4. I see patterns in what team dynamics create versus destroy trustworthy professional relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

5. I acknowledge both strong and fragile aspects of trust within my current team relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Vulnerability and Authenticity Comfort

6. I recognize my comfort level with showing appropriate vulnerability and authenticity with colleagues.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

7. I notice when I feel safe versus unsafe to admit mistakes, limitations, or need for support.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

8. I understand how my ability to be vulnerable affects the depth and quality of team relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

9. I see patterns in what team environments encourage versus discourage authentic professional sharing.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

10. I acknowledge both comfortable and defensive aspects of my vulnerability expression at work.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Belonging and Acceptance Experience

11. I recognize when I feel genuinely accepted and valued versus merely tolerated within my team.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

12. I notice how belonging experiences affect my motivation, creativity, and professional engagement.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

13. I understand the difference between surface inclusion and deep acceptance within professional relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

14. I see patterns in what team behaviors create versus undermine my sense of belonging and value.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

15. I acknowledge both fulfilled and unmet aspects of my belonging needs within team relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Empathy and Compassion Recognition

16. I recognize when colleagues demonstrate genuine empathy versus superficial or absent compassion.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

17. I notice how empathetic responses from team members affect my willingness to share struggles or concerns.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

18. I understand the impact of empathy on team cohesion and individual resilience.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

19. I see patterns in what supports versus interferes with empathetic responses during difficult situations.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

20. I acknowledge both empathetic and unsympathetic aspects of team member responses to struggle.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Communication Safety Assessment

21. I recognize when communication feels safe and constructive versus threatening or destructive.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

22. I notice how open versus guarded communication affects team effectiveness and individual satisfaction.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

23. I understand what makes feedback feel supportive versus critical or punitive.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

24. I see patterns in what communication approaches build versus damage professional relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

25. I acknowledge both safe and unsafe aspects of communication within my team environment.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Consistency and Reliability Awareness

26. I recognize when team members demonstrate consistent support versus unpredictable or conditional assistance.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

27. I notice how reliability in colleague behavior affects my sense of security and trust.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

28. I understand the importance of consistency for maintaining psychological safety over time.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

29. I see patterns in what supports versus undermines reliable team member behavior.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

30. I acknowledge both dependable and unreliable aspects of team member support and interaction.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Shared Purpose and Values Connection

31. I recognize when team members demonstrate shared commitment to common values and purposes.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

32. I notice how shared purpose affects team unity and individual sense of meaning.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

33. I understand how common values create foundation for mutual support and collaboration.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

34. I see patterns in what strengthens versus weakens shared purpose within team dynamics.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

35. I acknowledge both aligned and disconnected aspects of team values and purpose commitment.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Developing Circle of Safety Mastery

Trust Building and Reliability Development

36. I actively work to demonstrate reliability and trustworthiness through consistent supportive behavior.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

37. I develop practices that build rather than undermine colleague trust in my professional character.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

38. I build capacity for following through on commitments and promises to team members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

39. I create approaches for rebuilding trust when it has been damaged through mistakes or misunderstandings.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

40. I practice behaviors that inspire confidence in my commitment to team welfare and colleague support.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Vulnerability and Authenticity Practice

41. I actively practice appropriate vulnerability that deepens rather than compromises professional relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

42. I develop courage for admitting mistakes, uncertainties, and limitations when appropriate for team learning.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

43. I build capacity for authentic self-expression while maintaining appropriate professional boundaries.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

44. I create opportunities for meaningful sharing that strengthens team connections and mutual understanding.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

45. I practice modeling vulnerability that encourages rather than discourages colleague authenticity and openness.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Empathy and Compassion Cultivation

46. I actively cultivate empathy and compassion for colleagues facing challenges or struggles.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

47. I develop skills for recognizing and responding supportively to colleague emotional needs.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

48. I build capacity for offering comfort and understanding during difficult professional situations.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

49. I create empathetic responses that validate rather than dismiss colleague experiences and concerns.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

50. I practice demonstrating genuine care for colleague wellbeing beyond just professional performance.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Supportive Communication Enhancement

51. I actively practice communication approaches that create rather than threaten psychological safety.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

52. I develop skills for providing feedback that feels supportive rather than critical or threatening.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

53. I build capacity for listening actively and responding empathetically during difficult conversations.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

54. I create communication approaches that encourage rather than discourage colleague sharing and vulnerability.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

55. I practice speaking in ways that build up rather than tear down colleague confidence and security.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Protective Response Development

56. I actively work to protect colleagues from unnecessary harm, criticism, or professional danger.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

57. I develop skills for defending team members when they face unfair treatment or excessive pressure.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

58. I build capacity for advocating for colleague needs and welfare within organizational systems.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

59. I create protective responses that shield rather than expose colleagues during vulnerable moments.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

60. I practice standing up for team members even when it may be personally costly or difficult.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Collective Problem-Solving and Support

61. I actively engage in collaborative problem-solving that strengthens rather than weakens team bonds.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

62. I develop skills for offering practical assistance during colleague challenges or overwhelm.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

63. I build capacity for sharing resources, knowledge, and expertise generously with team members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

64. I create support approaches that reduce rather than increase individual isolation and struggle.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

65. I practice contributing to collective solutions rather than focusing only on individual protection.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Mistake Processing and Learning Culture

66. I actively work to create mistake-friendly environments where errors become learning opportunities.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

67. I develop skills for responding to colleague mistakes with curiosity rather than judgment or blame.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

68. I build capacity for sharing my own mistakes as learning resources for team development.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

69. I create mistake processing approaches that strengthen rather than damage professional relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

70. I practice treating errors as team learning opportunities rather than individual failures to hide.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Conflict Resolution and Relationship Repair

71. I actively engage in conflict resolution that preserves rather than damages team safety and trust.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

72. I develop skills for addressing interpersonal tensions before they threaten team psychological safety.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

73. I build capacity for repairing relationships after conflicts or misunderstandings occur.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

74. I create conflict engagement approaches that strengthen rather than weaken team bonds.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

75. I practice forgiveness and reconciliation that restores rather than permanently damages colleague relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Celebration and Affirmation Culture

76. I actively celebrate colleague achievements, growth, and contributions to team success.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

77. I develop skills for recognizing and affirming team member strengths and positive contributions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

78. I build capacity for creating positive team experiences that strengthen rather than strain relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

79. I create celebration approaches that honor both individual and collective accomplishments.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

80. I practice expressing genuine appreciation and gratitude for colleague support and collaboration.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Leadership and Influence for Safety

81. I actively use any influence or leadership position to create rather than threaten psychological safety.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

82. I develop leadership skills that model rather than merely mandate safety-building behaviors.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

83. I build capacity for inspiring others to contribute to circle of safety development and maintenance.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

84. I create leadership approaches that demonstrate commitment to team welfare through action.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

85. I practice using influence to protect and support team members rather than advancing only personal interests.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Organizational Culture and System Advocacy

86. I actively work to promote organizational cultures that support rather than undermine team psychological safety.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

87. I develop skills for advocating for policies and practices that protect rather than threaten team member welfare.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

88. I build capacity for addressing systemic factors that may interfere with circle of safety development.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

89. I create advocacy approaches that enhance organizational support for team psychological safety.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

90. I practice working within systems while pushing for changes that better support team welfare and safety.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Crisis Support and Emergency Response

91. I actively provide extraordinary support during colleague crisis situations or overwhelming circumstances.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

92. I develop skills for recognizing when team members need additional support beyond normal assistance.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

93. I build capacity for mobilizing collective resources during individual or team emergencies.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

94. I create crisis support approaches that demonstrate rather than abandon team protection commitments.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

95. I practice maintaining team safety and support even during high-stress or chaotic periods.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Personal Resilience and Sustainability

96. I actively maintain personal resilience that enables continued contribution to team psychological safety.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

97. I develop self-care practices that support rather than undermine my ability to support colleagues.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

98. I build capacity for seeking support when needed while continuing to provide support for others.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

99. I create sustainability approaches that maintain rather than exhaust my capacity for team contribution.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

100. I practice balancing personal needs with team welfare in ways that serve both individual and collective wellbeing.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never · Always

Scoring guide

Exceptional Circle of Safety Awareness

Score: 140 and above

You demonstrate outstanding understanding of your circle of safety experience. This awareness creates a powerful foundation for enhanced safety-building leadership.

Strong Circle of Safety Awareness

Score: 105 and above

You recognize significant aspects of circle of safety dynamics. Opportunities exist to deepen understanding in specific areas.

Developing Circle of Safety Awareness

Score: 70 and above

You acknowledge some important aspects but have significant opportunities to develop deeper insight into team trust dynamics.

Limited Circle of Safety Awareness

Score: below the band above

You may be underestimating the importance of circle of safety. Consider developing more thorough understanding.

Outstanding Circle of Safety Development

Score: 260 and above

You demonstrate exceptional engagement in practices that build and maintain circles of safety. This provides excellent support for team effectiveness.

Strong Circle of Safety Development

Score: 195 and above

You have established many important circle of safety practices but have opportunities to strengthen others.

Beginning Circle of Safety Development

Score: 130 and above

You show emerging capacity for safety building but need substantial development in several areas.

Limited Circle of Safety Development

Score: below the band above

Your current safety-building practices may be insufficient. Focus on developing stronger capacities across multiple dimensions.

Awareness Outweighs Development

Score: below 1.1

Your awareness outweighs your active development. Focus on translating awareness into concrete practices for enhanced circle of safety.

Balanced Awareness and Action

Score: 1.5 and below

You've developed relatively balanced awareness and action, suggesting healthy engagement with circle of safety development.

Strong Development Focus

Score: below the band above

Your development activities substantially outweigh your awareness. Consider whether deepening understanding might help target efforts more effectively.

Your Safety Circle Creator Results

Circle of Safety Awareness Score

Circle of Safety Development Score

Part 5 · Worksheet

Safety Circle Creator Worksheet

Building Trust, Vulnerability & Belonging

This worksheet helps you explore your trust and vulnerability patterns, develop safety-creating capacities, and build sustainable protective team cultures.

Recognizing Your Trust and Vulnerability Patterns

Which aspect of circle of safety creation (trust building, vulnerability practice, empathy cultivation, supportive communication, protective response, collective problem-solving, mistake processing) resonates most strongly with your experience, and why?

How has your understanding of 'psychological safety' evolved from avoiding workplace conflict to creating environments where vulnerability is met with protection?

In what ways do you notice periods when you feel genuinely secure versus professionally threatened affecting your willingness to seek help and support colleagues?

How does your experience with authentic vulnerability versus defensive self-protection influence your ability to create meaningful professional relationships?

What makes certain aspects of safety circle building feel natural versus threatening in your team relationships?

The Psychology of Protective Professional Community

How does understanding circle of safety as both individual security and team effectiveness affect your approach to building trust and supporting colleague vulnerability?

What helps you distinguish between genuine psychological safety and superficial team harmony in your professional relationships?

How has your perspective on 'professional courage' evolved in relation to showing appropriate vulnerability while maintaining competence and protecting colleagues?

What aspects of maintaining circle of safety during crisis situations or high-stress periods have been most challenging to navigate?

How might viewing colleague struggles as opportunities for mutual support rather than signs of professional weakness influence your approach to team building?

Developing Your Safety-Building Capacities

What specific practices help you demonstrate reliability and trustworthiness that enables colleagues to feel secure in showing vulnerability?

How do you approach practicing appropriate vulnerability that deepens rather than compromises professional relationships?

What strategies help you cultivate empathy and compassion for colleagues facing challenges while offering comfort during difficult situations?

How do you build skills for providing feedback that feels supportive rather than critical and for protecting colleagues from unnecessary harm?

What helps you engage in conflict resolution that preserves rather than damages team safety and trust while strengthening relationships?

Building Sustainable Protective Culture

What circle of safety capacities have you already developed that you might be overlooking or undervaluing in your team contributions?

How might your experience with professional vulnerability or trust challenges eventually benefit your ability to create protective environments for colleagues?

What aspects of sustaining psychological safety still feel most challenging to your professional effectiveness and team relationships?

How do you imagine your approach to safety circle creation evolving over the course of your career in substance use disorder treatment?

What would healthy integration of personal authenticity and collective protection look like in your ongoing professional practice?

Circle of Safety Development Map

Track your journey toward protective team culture

Suspicious to Trust-Building Behavior

"I approached colleagues with suspicion or defensiveness without building trustworthy professional relationships"

Where I was

Past patterns...

Where I am now

Current state...

Where I'm heading

Future goals...

Defensive to Appropriately Vulnerable

"I maintained professional defensiveness without practicing vulnerability that deepens relationships"

Where I was

Past patterns...

Where I am now

Current state...

Where I'm heading

Future goals...

Indifferent to Empathetically Responsive

"I responded to colleague struggles with indifference rather than cultivating empathy and compassion"

Where I was

Past patterns...

Where I am now

Current state...

Where I'm heading

Future goals...

Threatening to Safety-Creating Communication

"I communicated in ways that threatened psychological safety rather than building supportive relationships"

Where I was

Past patterns...

Where I am now

Current state...

Where I'm heading

Future goals...

Abandoning to Protective Response

"I abandoned colleagues during difficult situations rather than protecting them from unnecessary harm"

Where I was

Past patterns...

Where I am now

Current state...

Where I'm heading

Future goals...

Individual to Collective Problem-Solving

"I focused on individual protection rather than engaging in collaborative problem-solving"

Where I was

Past patterns...

Where I am now

Current state...

Where I'm heading

Future goals...

Punishing to Learning-Oriented Mistake Processing

"I responded to mistakes with judgment rather than creating mistake-friendly environments for learning"

Where I was

Past patterns...

Where I am now

Current state...

Where I'm heading

Future goals...
