

Building a Culture of Psychological Safety in Pharmacy Education

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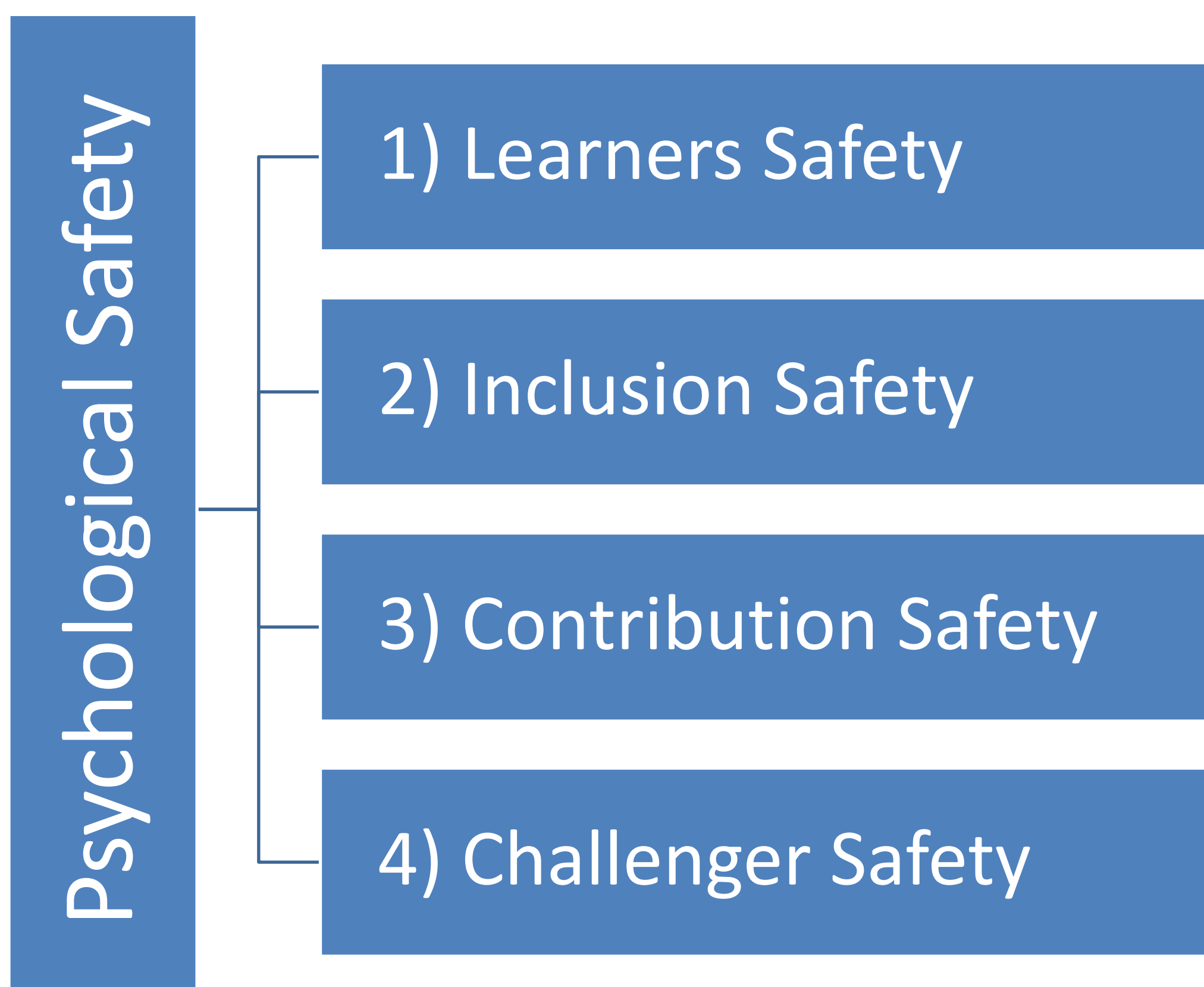
BACKGROUND

- Psychological safety is the belief that a team is safe for interpersonal risk-taking¹
- Psychological safety is vital to success of healthcare teams²
- Psychologically safe learning environments may increase creativity, respect, autonomy, and collaboration³
- Amid recurring threats to student wellbeing, there is a gap in the literature regarding how pharmacy education programs practice psychological safety in response to pharmacy student socioemotional and learning needs

OBJECTIVES

1. Identify models of psychological safety
2. Assess current use of psychological safety theory in pharmacy education programs
3. Develop a framework for implementing psychological safety practices in pharmacy education environments

Clark's 4 Stages of Psychological Safety



RESULTS

Guiding Core Beliefs	Actions	Tenet of Psychological Safety
Our learners came to us to teach them how to be pharmacists who view our patients holistically. We will not expect them to abandon their identity in this process.	We welcome, accept, and celebrate their identities, passions, and unique perspectives, believing that each of them brings their own strengths to the table. We accept that emotions are a part of humanity and will respect them as part of our learner's experience.	Inclusion Safety
Learners are doing the best that they can at any moment. The classroom should be a safe place for mistakes, where faculty help you grow instead of make judgements about your worth.	We will make every effort, in every setting, to most effectively inspire students to improve their work through encouragement instead of threats. We create a safe space to learn, where we deny the belief that there are "good" and "bad" students based on their performance.	Inclusion Safety, Learner Safety
Everyone deserves authentic communication, genuine concern for their wellbeing, and an earnest attempt to get to know them holistically.	We will take the time to see them as they are, where they want to go, and best strategies in order to get there. We aim to teach them how to be professionals in our field by modeling the values we would expect of our coworkers including respect, flexibility, and kindness. We aim to empower future pharmacists to surpass our own successes by encouraging creativity and innovation in an environment of mutual respect.	Inclusion Safety, Learner Safety, Contributor Safety
Our students are our future colleagues.	We will measure our success as educators by how we promote future pharmacists to surpass our own achievements and better the field of pharmacy through innovation. We will not look down on our students for expressing themselves, respectfully challenging our decisions, or asking for help.	Challenger Safety

IMPLICATIONS

- There is a need for assessment of psychological safety in colleges of pharmacy and postgraduate training programs
- Psychologically safe learning environments are needed to enhance creativity and learning, as well as to address learner burnout
- Educators may consider adoption of psychological safety tenets into their classroom environments
- Additional research is needed regarding the creation of psychologically safe environments within the classroom, rotation sites, and postgraduate training programs

Access a Sample of our Survey



METHODS



REFERENCES

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2. Grailey KE, Murray E, Reader T, Brett SJ. The presence and potential impact of psychological safety in the healthcare setting: an evidence synthesis. *BMC Health Serv Res*. 2021 Aug 5;21(1):773. doi: 10.1186/s12913-021-06740-6. PMID: 34353319; PMCID: PMC8344175.
3. Clark TR. *The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation*. Illustrated edition. Berrett-Koehler Publishers; 2020.

