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# Creating drama-free collaboration through psychologically safe circles

In the half-day workshop you will learn how to identify, intentionally strengthen, and sustainably foster psychologically safe dynamics within your team. The accompanying online challenge »The Ark« provides a structured framework for reflecting on and measuring psychological safety – anonymously, software-based, and practical for everyday use.

## Workshop content:

- Introduction to the concept of psychologically safe circles
- Reflection on individual contributions to team dynamics
- Use of the silent tool »The Ark« to visualize group dynamic patterns
- Derivation of concrete development steps (“baby steps”) to strengthen psychological safety

Organizational details: This workshop is suitable for teams of 3 to 15 participants and can be conducted online or in person.

Duration: Half-day (focus: strengthening psychologically safe circles) or full-day (additional topics: window of tolerance & inner safety)

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## 60-Minute Challenge »Ark«: Drama-free Collaboration through Psychologically Safe Circles (Free & Open Source)

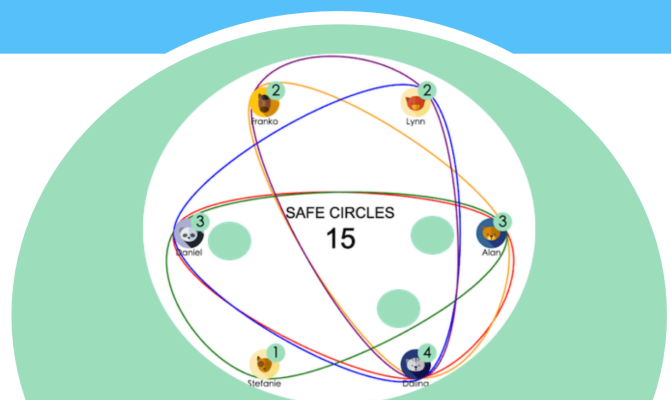
Social sensitivity thanks to shared safety anchors & triggers.  
(15 minutes)

Reality Check:  
Recognize your contribution to psychological safety  
(20 minutes)

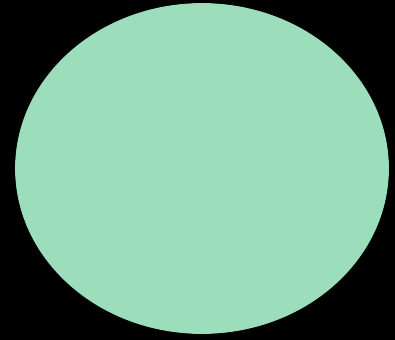
Strengthen integrators

Integrate satellites

Increase boss centrality



Boost safe circles within the team  
(25 minutes)



## **A silent tool for psychologically safe circles**

Our silent tool »The Ark« works subtly in the background, unfolding its impact without being loud, intrusive, or directive. It creates a space for reflection and self-awareness:

### **TAKEAWAY 1**

Self-reflection without confrontation – Team members can see their own behavior reflected through the lens of the group, without being singled out or publicly criticized.

This opens up space for honest self-reflection. Everyone sees and shares only the feedback that concerns themselves.

### **TAKEAWAY 2**

Anonymity as a safe space – Feedback and assessments are initially presented anonymously. This prevents individuals from feeling exposed or put on the spot. At the same time, it lays the foundation for sincere self-disclosure, honest group discussions, and collaborative problem-solving.

If desired by all team members, this anonymous data can later be revealed after a thorough one-on-one feedback process. This “Full Monty” option creates radical transparency – but is recommended only for highly mature and development-oriented teams.

### **TAKEAWAY 3**

Focus on small changes – Inspired by Steve de Shazer’s “miracle question,” the goal is not to leap directly into an ideal state, but to approach the desired outcome through small, continuous steps. The emphasis is on baby steps that gradually strengthen psychological safety within the team.

### **TAKEAWAY 4**

Strengthening integrative team dynamics – The goal is not to push everyone into a big, cult-like safe circle. Instead, the focus lies on empowering integrators, involving more peripheral team members, and leveraging the central role of leadership to unlock the team's full safety potential. This creates a growing, almost silent, inside-out dynamic of psychological safety.

In this way, the silent tool works gently in the background – shaping the process, offering impulses for change, and enabling teams to work on their psychological safety independently and effectively – without pressure, but with lasting impact.