



# Submission

**Submission ID** 70956

## Abstract

### Program Stream

Industrial and Organizational Psychology / Psychologie industrielle et organisationnelle

### Type of Presentation

Snapshot (5 minutes)

### Nature of Submission

Scientific Abstract

### Title

Psychological Safety, Conflict & Team Performance

### Summary

Psychological Safety (PS) in the workplace has recently received increasing attention. PS may be defined as a climate where employees feel able to express themselves without fear of negative consequences to self-image, status, or career. Much of the theoretical work in PS has focused on a culture or climate of PS at a team level and the subsequent role of PS on team performance. However, team conflict levels have also been linked to performance. Based on recent work distinguishing between task conflict and relationship conflict, the current study examined how these two types of team conflict relate to PS, which in turn relates to team performance. Archival data from two samples consisting of 28 and 15 top management teams from the Norwegian governmental sector were assessed twice at 9-month intervals. Relationships between conflict, PS, and performance as well as the stability of those relationships were assessed. The findings were consistent across both samples. Linear regression analyses showed that absence of relationship conflict positively predicted PS in both samples at Time 1 and Time 2 while task conflict did not predict PS in either sample at either time. Further, PS positively predicted team performance in both samples at Time 1 and Time 2.

These preliminary findings suggest that PS is influenced by interpersonal conflict but not task conflict.

### **Overall Theme: CPA2022 Annual National Convention**

Understanding and improving the workplace

#### **Keyword 1**

psychological safety

#### **Keyword 2**

conflict

#### **Keyword 3**

team performance

- I agree

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