



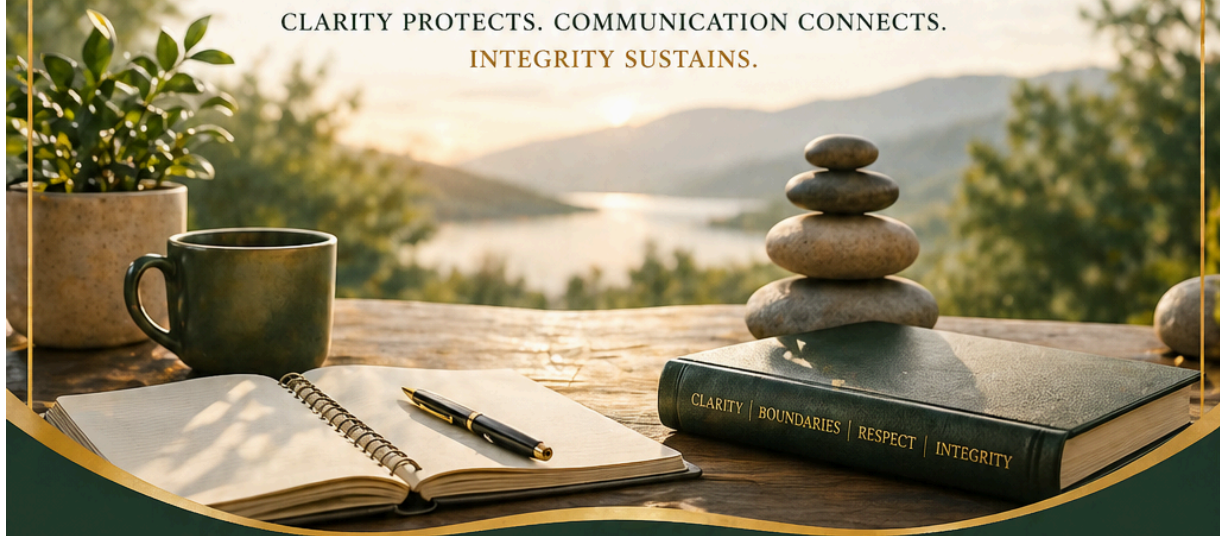
THE PSYCHOLOGICAL SAFETY COLLABORATION FRAMEWORK™



A Reflective Safeguarding Framework
for Clear, Safe & Accountable Collaboration



CLARITY PROTECTS. COMMUNICATION CONNECTS.
INTEGRITY SUSTAINS.



PSYCHOLOGICAL
SAFETY



CLEAR
COMMUNICATION



HEALTHY
BOUNDARIES



SHARED
RESPONSIBILITY



ACCOUNTABLE
COLLABORATION

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The Psychological Safety Collaboration Framework™

A Reflective Safeguarding Framework for Clear, Safe & Accountable Collaboration

Purpose

This framework is designed for situations where people need to continue working together, yet collaboration has become strained, emotionally costly, unclear, or difficult to sustain.

It provides a structured pathway to restore:

- psychological safety
- clarity of roles and expectations
- communication steadiness
- appropriate boundaries
- accountable collaboration
- personal dignity and choice

This framework is not intended to help people endure abuse, coercion, manipulation, intimidation, or repeated harmful behaviour.

Where serious misconduct or safety concerns exist, formal reporting, legal, HR, governance, or safeguarding processes should be used.

When This Framework May Be Helpful

This framework may be engaged when:

- people need to continue working together
- communication has become tense or confusing
- trust has been strained
- emotional pressure is present
- roles or boundaries are unclear
- conflict keeps repeating without resolution
- one or more people feel destabilised by the dynamic

Core Principle

Collaboration should not require confusion, fear, or loss of self.

Healthy collaboration can include difference, tension, and challenge – but it should remain respectful, clear, and psychologically safe.

1. Clarity Before Collaboration

Before meaningful collaboration proceeds, clarity should be established.

This may include:

- clear roles and responsibilities
- decision-making boundaries
- communication pathways
- expectations regarding timeframes and responses
- escalation contacts if needed
- agreed ways of recording decisions

Clarity is not control.

It is the foundation of safe engagement.

2. Psychological Safety First

Each person should be able to participate without fear of:

- humiliation
- retaliation
- being silenced
- being misrepresented
- emotional intimidation
- chronic uncertainty

Psychological safety allows people to think clearly, contribute honestly, and remain steady.

3. Separate Tasks from Tension

Operational work and relational repair are not always the same process.

- Work tasks need structure and progress
- Relational strain may need a different conversation, setting, or facilitator

Trying to repair deep tension inside ordinary workspaces often increases pressure.

Different issues may require different rooms.

4. Communication Standards

To support healthy collaboration:

- concerns are raised respectfully
- communication is direct where possible

- important matters are acknowledged in reasonable time
- agreed meetings are attended or rescheduled responsibly
- assumptions are checked before conclusions are formed
- people are spoken to, not merely spoken about

Predictability creates safety.

5. Stewardship of Authority

Authority should be used for:

- stewardship
- protection
- clarity
- accountability
- enabling healthy participation

Authority should not be used for:

- control of narrative
- avoidance of accountability
- exclusion
- silencing legitimate concerns
- positional pressure

Authority remains accountable to integrity.

6. Right to Pause or Step Back

Any person may pause engagement if wellbeing, clarity, or safety becomes compromised.

Where possible, this should include:

- clear communication
- naming the concern
- proposing next steps
- referral to appropriate pathways if needed

Pausing is not failure.

It can be wise regulation.

7. Escalation as Safeguard, Not Blame

When collaboration becomes repeatedly strained:

- a neutral third party may be invited
- governance pathways may be used

- structure may be reviewed
- expectations may be reset

Escalation is not punishment.

It is a safeguard for people and process.

8. Integrity of Representation

Collaboration should reflect reality.

- Surface peace should not hide dysfunction
- Participation should not be misrepresented as unity
- Silence should not be interpreted as consent
- Image should not outrank truth

Integrity protects everyone.

What This Framework Protects

- psychological wellbeing
- personal dignity
- clear thinking
- role clarity
- emotional steadiness
- sustainable collaboration
- responsible authority

A Gentle Reframe

You are not responsible for:

- holding what the environment refuses to hold
- managing other people's reactions
- sacrificing wellbeing to keep appearances
- proving goodwill through over-functioning

You are responsible for:

- clarity
- boundaries
- honest participation
- wise discernment
- caring for your own wellbeing

Closing Reflection

You can remain respectful without becoming entangled.

You can seek peace without surrendering clarity.

You can collaborate without losing yourself.

Clarity helps you stand steady.

Discernment helps you respond wisely.

Release helps you remain well.

Agreement & Acknowledgement

This framework may be used as a shared agreement for ongoing collaboration.

By engaging under this framework, parties acknowledge:

- a commitment to psychological safety
- a willingness to work within clear boundaries
- respect for honest communication
- use of escalation pathways as safeguards, not accusations
- responsibility to participate in good faith

This framework is not about blame.

It is about creating conditions where collaboration can occur with steadiness, dignity, and integrity.

Agreement

By proceeding, all parties agree to:

- uphold these principles
- communicate respectfully
- honour agreed structures
- address strain early where possible
- use appropriate pathways when needed

Acknowledgement

All parties acknowledge:

- not every issue can be solved inside the work itself
- clarity may reveal limits in the current arrangement
- no one person should automatically carry systemic strain
- wellbeing matters alongside outcomes

Sign-Off

Party 1

Name: _____

Signature: _____

Date: _____

Party 2

Name: _____

Signature: _____

Date: _____

Optional (Recommended) Third Party / Oversight Contact

Name: _____

Role: _____

Contact: _____

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