



5

Practices  
for a  
Safe-to-Learn,  
Safe-to-Grow  
Culture

## FOCUS ON **WHO**



## FOCUS ON **WHAT**



When something goes wrong/right,  
we work as a team to find **systemic cause(s)**.

## BLAMESTORMING



## BRAINSTORMING



Shifting from **blame** to **collective learning**, turning mistakes into fuel for better ideas.

## JUDGMENT



## CURIOSITY



Letting go of **assumptions** opens space to stay curious, **seeking** what's out there, not just what we already know

## TAKE **ACCOUNTABILITY**



## CELEBRATE SMALL **WINS**



Every outcome holds a lesson,  
**failures** teach us as much as **wins**

## FAIL **FAST**



## LEARN **FASTER**



Harvest the **learnings** to create **small wins**,  
and small wins grow into **big wins**

## SUMMARY

# 5 Practices for a Safe-to-Learn, Safe-to-Grow Culture

### **Focus on the **What**, not the **Who****

When something goes wrong/right,  
we work as a team to find systemic cause(s).

### **We don't **Blamestorm**, we **Brainstorm****

Shifting from blame to collective learning,  
turning mistakes into fuel for better ideas.

### **Curiosity over Judgment**

Letting go of assumptions opens space to stay curious,  
seeking what's out there, not just what we already know

### **Take **Accountability**, celebrate **small wins****

Every outcome holds a lesson,  
failures teach us as much as wins

### **Fail **fast**, learn **faster****

Harvest the learnings to create small wins,  
and small wins grow into big wins