

Lucerne Questionnaire (validated) on Psychological Safety – Long Form

Full version with 15 items: 12 scale questions (1–99), safety anchor, trigger topic, and one reflection question. Flow: Part 1 → Safety Anchor → Trigger Topic → Part 2.

Paper version for handwritten completion. Please fill in anonymously and complete all fields.

Info: The Lu-PS (full version) is particularly suitable for research projects and organizational diagnostic applications with the claim of a differentiated, robust capture of psychological safety at the team level.

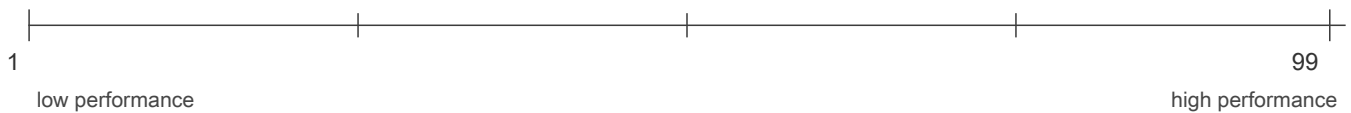
Lucerne Questionnaire on Psychological Safety - Part 1

Please answer questions 1-4 of 15 anonymously on a scale from 1 to 99

1. How well do you use your potential when working together?

Info: Estimate anonymously the average performance of this team.

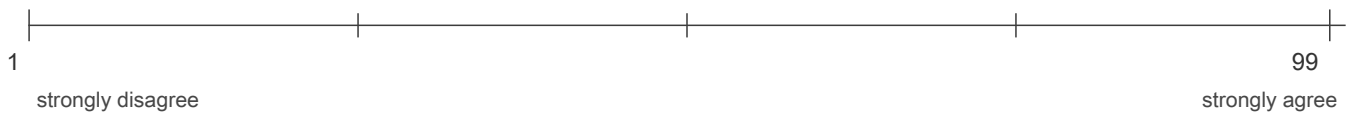
Answer (number 1–99):



2. SOCIAL SENSITIVITY: Everyone in the team is willing and able to perceive what gives the other person security and what might be trigger topics.

Info: We know from each other in the team what supports us, what gives us security and which behaviors and topics can cause tensions in the counterpart.

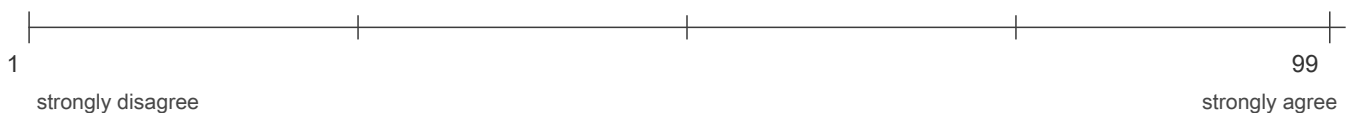
Answer (number 1–99):



3. Evenly distributed speaking time: Everyone in the team can expect to speak about equally often and at length.

Info: We make sure, for example, to include everyone in meetings and give everyone space.

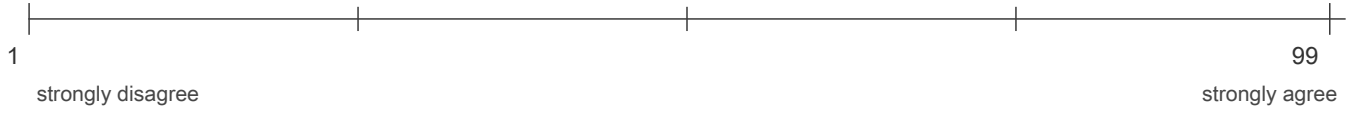
Answer (number 1–99):



4. VOICE: We work together in a trusting atmosphere in which all team members can contribute openly and without fear.

Info: In our team we trust each other. We can bring suggestions and ideas and also express concerns without fear of being judged or excluded.

Answer (number 1–99):



Are you a leader of this team?

Info: Führungskraft = formale oder informelle Leitungsverantwortung für dieses Team.

YES

NO

Coach mode – I don't vote myself

Safety anchor

What best describes your safety anchor in the team?

Your safety anchor is the positive endpoint that strengthens your sense of security in the team – e.g. calmness, trust or openness. Choose the positive endpoint that strengthens your sense of safety in the team...

Info: By consciously recognizing and nurturing our anchor, we create a solid foundation that allows us to remain calm and confident even in uncertain or conflict-ridden situations.

Decide spontaneously – you can correct the term later.

Mark one term (exactly one option):

- | | |
|---------------------------------------|-----------------------------------------|
| <input type="checkbox"/> autonomy | <input type="checkbox"/> passion |
| <input type="checkbox"/> dominance | <input type="checkbox"/> loyalty |
| <input type="checkbox"/> efficiency | <input type="checkbox"/> courage |
| <input type="checkbox"/> ambition | <input type="checkbox"/> sustainability |
| <input type="checkbox"/> uniqueness | <input type="checkbox"/> curiosity |
| <input type="checkbox"/> performance | <input type="checkbox"/> openness |
| <input type="checkbox"/> flexibility | <input type="checkbox"/> safety |
| <input type="checkbox"/> friendship | <input type="checkbox"/> meaningfulness |
| <input type="checkbox"/> composure | <input type="checkbox"/> solidarity |
| <input type="checkbox"/> fairness | <input type="checkbox"/> carefulness |
| <input type="checkbox"/> conviviality | <input type="checkbox"/> pleasure |
| <input type="checkbox"/> equality | <input type="checkbox"/> familiarity |
| <input type="checkbox"/> generosity | <input type="checkbox"/> dignity |
| <input type="checkbox"/> humour | <input type="checkbox"/> reliability |
| <input type="checkbox"/> imagination | |

Own term:

How do you recognize your safety anchor in the team (at least 5 words)?

| |
|-------------------------|
| <hr/> <hr/> <hr/> <hr/> |
|-------------------------|

Trigger topic

What best describes your TRIGGER TOPIC in the team?

Your trigger topic is the negative counterpart to your safety anchor – it describes what can threaten your sense of security in the team. The trigger topic is the negative counterpart to your safety anchor. It describes what negatively affects you in the team or can contribute to a feeling of fear.

Info: The trigger topic is the negative counterpart to your safety anchor. It describes what negatively affects you in the team or can contribute to a feeling of fear.

Decide spontaneously – you can correct the term later.

Mark one term (exactly one option):

- | | |
|----------------------------------------|--------------------------------------------|
| <input type="checkbox"/> dependency | <input type="checkbox"/> lethargy |
| <input type="checkbox"/> subordination | <input type="checkbox"/> disloyalty |
| <input type="checkbox"/> inefficiency | <input type="checkbox"/> fear |
| <input type="checkbox"/> idleness | <input type="checkbox"/> heedlessness |
| <input type="checkbox"/> conformity | <input type="checkbox"/> indifference |
| <input type="checkbox"/> failure | <input type="checkbox"/> dogmatism |
| <input type="checkbox"/> rigidity | <input type="checkbox"/> risk |
| <input type="checkbox"/> hostility | <input type="checkbox"/> senselessness |
| <input type="checkbox"/> discomposure | <input type="checkbox"/> selfishness |
| <input type="checkbox"/> despotism | <input type="checkbox"/> carelessness |
| <input type="checkbox"/> tension | <input type="checkbox"/> prohibition |
| <input type="checkbox"/> hierarchy | <input type="checkbox"/> distance |
| <input type="checkbox"/> greediness | <input type="checkbox"/> dishonor |
| <input type="checkbox"/> tribulation | <input type="checkbox"/> untrustworthiness |
| <input type="checkbox"/> dullness | |

Own term:

How do you recognize your trigger topic in the team (at least 5 words)?

| |
|-------------------|
| <hr/> <hr/> <hr/> |
|-------------------|

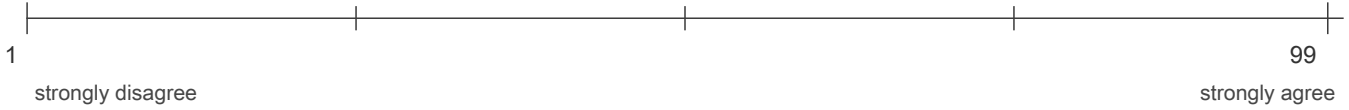
Lucerne Questionnaire (validated) on Psychological Safety - Part 2

Please answer questions 5-11 anonymously on a scale from 1 to 99

5. I rarely observe how people are excluded from the team.

Info: In our team, everyone is equally respected and accepted, regardless of where they come from, how they look, what gender, inclinations, characteristics, or political and religious orientations they have.

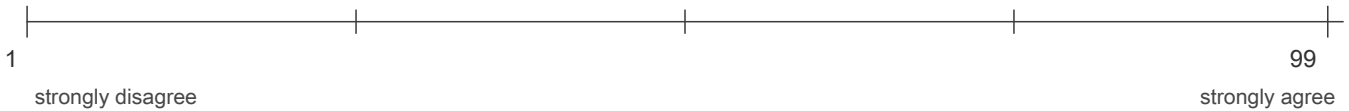
Answer (number 1–99):



6. For me, everyone in the team is always clearly visible.

Info: By well visible, we mean that people in the team take an active role, show themselves and participate. Invisible would be people who appear passive and give the impression of having already resigned internally.

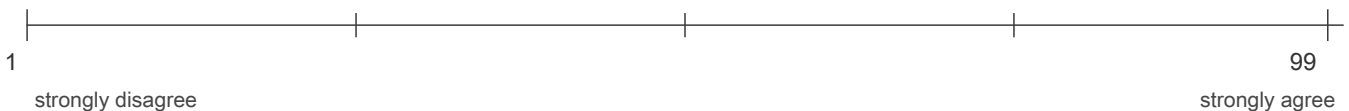
Answer (number 1–99):



7. ELEPHANTS IN THE ROOM: We can look at difficult topics together well.

Info: In our team, critical points can be addressed that concern cooperation as well as specific behavior of people or also improvement potential of work. Elephants in the room and snakes under the carpet are called by name.

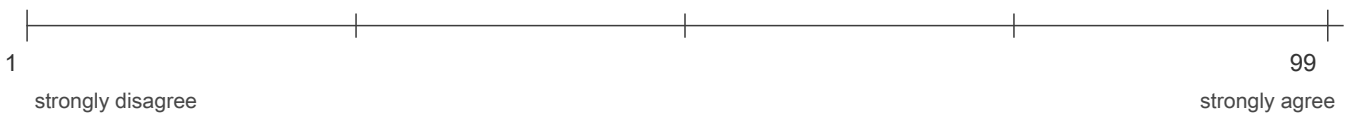
Answer (number 1–99):



8. I feel how my talents are seen and included in the team.

Info: My strengths and my special talents are known, are effective in my team and contribute to our work and team performance.

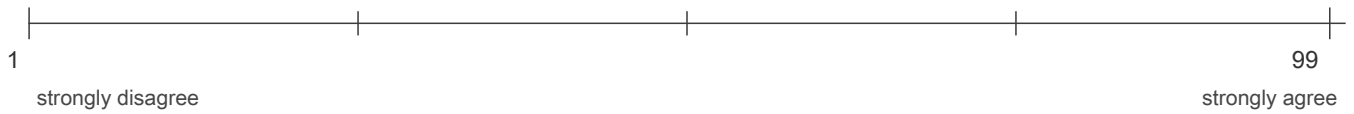
Answer (number 1–99):



9. One rarely responds to mistakes by blaming individual team members.

Info: When someone in our team makes a mistake, they are not condemned, exposed or treated badly. We deal professionally with the learning opportunity, try to find the cause and ensure that we learn from the mistake.

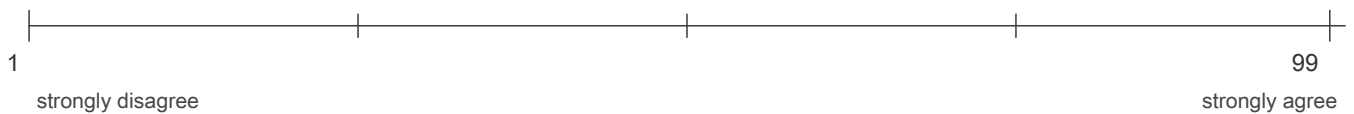
Answer (number 1–99):



10. I don't find it difficult to ask others in the team for help.

Info: In our team, it is natural and easy to support each other and ask for help.

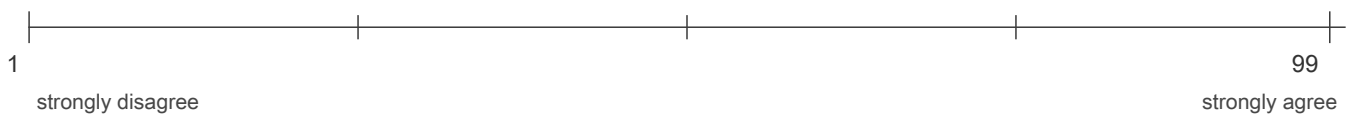
Answer (number 1–99):



11. INNER SAFETY: I feel safe in this team.

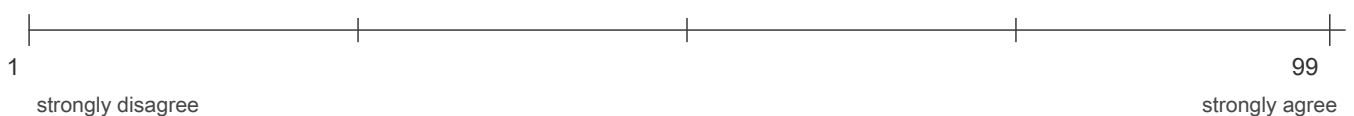
Info: In this team, I succeed in staying well with myself even under stress, regulating my emotions and maintaining relationships with others.

Answer (number 1–99):



12. I try to make an effective, positive contribution to psychological safety in our team.

Answer (number 1–99):



What can you do starting tomorrow – without additional resources or permission – to contribute to more psychological safety?

Info: At which wheel could you turn a little bit in the right direction so that drama-free cooperation in the team can succeed a little better?

(words (minimum): 10)

| |
|--|
| |
| |
| |
| |
| |
| |