



मनस् - CENTER FOR MENTAL WELLNESS & COUNSELLING

Is My Organisation Psychologically Safe?

10 questions about your workplace culture and safety to
speak up

Dr. Priya Dubey Sharma

Founder & Consulting Psychologist

Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years Experience



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Dr. Priya Dubey Sharma is an Applied, Organizational & Behavioural Psychologist with a PhD in Psychology and over 18 years of experience. As the Founder of Manas – Center for Mental Wellness & Counselling, she has guided thousands of individuals through anxiety, depression, relationship challenges, and life transitions.

Her approach combines evidence-based techniques with deep cultural understanding of the Indian lived experience.

“ Burnout is not a badge of honour. Your wellbeing is not optional. It is the foundation everything else stands on.

THE STORY

Manas was not built in a boardroom.

It was built in a home, watching a father heal people for forty years. Dr. Rangnath Dubey – DHB, MBHCS, AVR – spent four decades believing that no ailment is ever purely physical. Every patient carried a story, and he always made time for that story.



Dr. Rangnath Dubey
DHB · MBHCS · AVR

“I didn't decide to become a psychologist. I realised, quite late, that I had always been one – I just needed the training to do it properly.”

18+

Years of practice

5,000+

Lives touched

5

Intl memberships

UN · SBI

Institutional roles



Is My Organisation Psychologically Safe?

This quick assessment helps you understand how safe you feel at your workplace. Answer honestly to get a clear picture.

Assessment Questions

Answer yes or no to each question. Focus on your experience over the past 2 weeks.

- Do you feel comfortable speaking up about concerns or problems without fear of negative consequences?
- Do you feel safe admitting mistakes without worrying about blame or punishment?
- Do you feel you can ask for help when needed without appearing incompetent?
- Do you feel respected for the unique skills and perspectives you bring to the team?
- Are you typically included in important conversations relevant to your work?
- Do you believe it is safe to take interpersonal risks, like offering a new idea?
- Do you feel that differences of opinion are welcomed and discussed constructively?
- Are you confident that you will not be penalised for raising issues or concerns?
- Do you believe mistakes are treated as learning opportunities rather than used against individuals?
- Do you feel it is safe to be your authentic self at work?

Score: Count the number of 'Yes' answers. This score reflects your perception of psychological safety at work.



Your Results

Find your score range below. Remember — this is a starting point, not a diagnosis.

SCORE: 0-3

Unsafe Environment

Your current experience suggests a significant lack of psychological safety, making it difficult to thrive.

SCORE: 4-6

Low Safety

There are indications of low psychological safety, which may hinder open communication and collaboration.

SCORE: 7-8

Moderate Safety

Your workplace offers a moderate level of psychological safety, with some areas for improvement.

SCORE: 9-10

High Safety

You are likely experiencing a high degree of psychological safety, fostering trust and open communication.

Whatever your score: You took the time to check in with yourself. That takes courage.

DR. PRIYA'S TIP

Reflect on your score and identify one area you'd like to see improve. Consider initiating a conversation with your manager or HR about fostering a more open and supportive work environment.

[Book a Session with Dr. Priya](#)



Personal Reflection

Take a few minutes. Write whatever comes to mind.

1. Which question resonated most with you, and why?

2. What is one small step you could take to improve your sense of safety at work?

3. If you scored low, what is one resource or person you could turn to for support?

How are you feeling right now? Circle one:



Very difficult



A bit low



Okay



Feeling good



Very well

Continue Your Journey

Recommended resources based on your results:

1

Building Resilience Workshop

Learn coping strategies for workplace challenges.

₹199

2

Effective Communication Course

Enhance your ability to express yourself clearly.

₹99

3

Assertiveness Training Module

Develop skills to voice your needs confidently.

₹199

TAKE A FULL ASSESSMENT

For a comprehensive, clinically validated evaluation, take the full assessment – plus 270+ validated tools – at manas365.com/assessments



Audio Companion

Scan for a free 3-minute guided breathing exercise with Dr. Priya's voice.



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"You deserve a life that exists beyond your work performance. I hope this guide helps you begin to build it."

— Dr. Priya Dubey Sharma

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Disclaimer: This resource has been prepared by Dr. Priya Dubey Sharma — Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling. This is a wellness education and self-help resource for educational purposes only. It does not constitute a clinical diagnosis, clinical assessment, or treatment recommendation for any mental health condition, and has no relevance or admissibility in any court of law, legal proceeding, or official dispute resolution process. It is not a substitute for professional psychological, medical, or legal advice. For personalised support, reach out to the Manas Team for guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. For queries: priya@manas365.com | +91 99818 13224