The Circle of Safety Safe
Target Audience: One Force

Purpose	To provide Airmen a teambuilding tool.
Description	Management theorist, Simon Sinek, suggests a great leader is someone who creates an environment that makes their employees feel safe and secure. He believes amazing organizations have people who feel safe. They trust that the person to the left of them and the person to the right would protect them if something happened. We encounter danger every day, in life and at work. But when we feel safe, remarkable things start to happen.
Employ	To better understand the Circle of Safety, view Simon Sinek "Why good leaders make you feel safe" TED Talk.

Leaders do not need to use any extreme measures to begin creating a Circle of Safety within their organization. Below are a few ways great leaders can start building safety and security amongst their Airmen:

- **Develop your people** – Give Airmen the resources they need to learn and grow. Provide them with opportunities to develop both personally and professionally.

- **Harmonize the workplace** – Instead of an environment where your employees view leadership as "they" and your leadership thinks of themselves as some separate "we", strive to align the goals of your organization with the goals of your employees and replace the "we/they" mentality with an "us" mentality.

- **Set clear expectations** – Make sure your employees understand the work required of them, when it needs to be done, and why it's important. This will help alleviate the need to micromanage (that can kill productivity and sends the wrong message to employees).

- **Be open and honest** – When communicating with your Airmen, be open and honest. Employees recognize when someone is being honest and are more likely to reciprocate this honesty.

- **Talk less/listen more** – Give your Airmen (team) a voice not only individually, but as a collective group, and be open to feedback. Take the time to listen to their feelings, opinions and ideas and act on them when it makes sense.

- A safe and secure environment leads to stable, adaptive, and self-assured teams where people feel they belong and energies are spent capturing opportunities.