

Psychological safety as a driver for inclusion

DEI at Ørsted, December 2022



Safety briefing



Take a moment to note your surroundings.



Find your closest emergency exit, whether at home or in the office.



Ensure there are no coffee cups next to your computer, no cables that may pose a tripping hazard etc.



Cats, children, and other housemates are welcome.

Psychological safety briefing



Feel free to share your opinions in the chat and ask any questions.



Please use the chat function to raise your virtual hand or unmute your microphone.



Feel free to challenge our thinking and to bring new perspectives, questions, and ideas.



Be curious, caring, and constructive.

Insights

7831

Employees working all over the world working in 16 different countries.

90

Nationalities



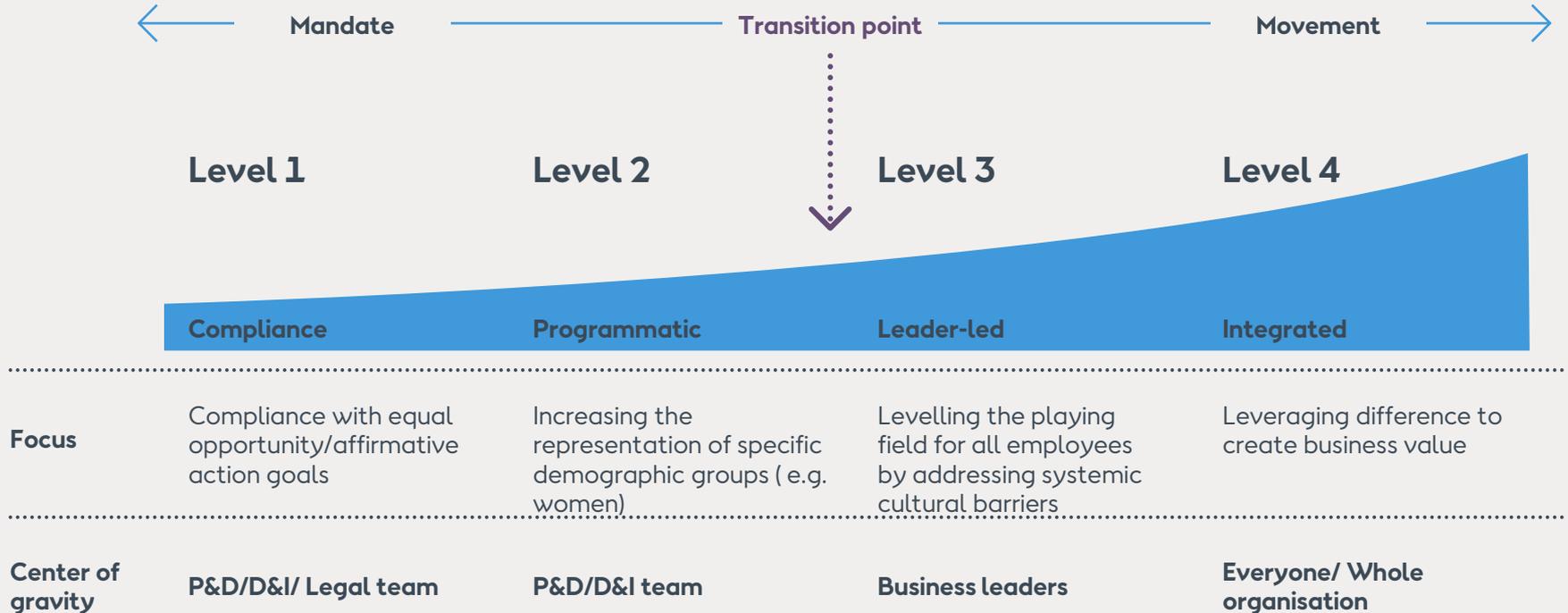
32/68

Percent in gender split among all employees.

40

Average age

Diversity & Inclusion maturity model





Exclusion hurts everyone

Studies have shown that physical pain and social rejections share neurocognitive substrates.

This means that the feeling of being excluded provoked the same sort of reaction in the brain that physical pain might cause



Source: Naomi Eisenberger et al. (2006)

61%

**Of employees change
who they are to fit
in at work**

Source: Deloitte 2013

What does an inclusive workplace look like?

VALUED



You are appreciated and respected for your unique perspectives and talents.

TRUSTED



You made meaningful contributions and are influential in decision making.

AUTHENTIC



You can bring your full self to work and express aspects of yourself that may be different from your peers.

PSYCHOLOGICAL SAFE



You feel secure enough to address tough issues. You feel free to hold differing views and make mistakes.

How to...?

Trainings, workshop sessions and education

Building psychological safety

ON COMPLETE

- EXPANDED AND DIMINISHED SELF

Which 'self' do you bring to work?

- PSYCHOLOGICAL SAFETY

Be free to speak

The basis for creating **psychological safety** lies in establishing a **positive environment** where people feel **valued and able to speak** without being judged or fearful of the consequences.

In the video, we saw an example of how to influence how someone feels about opening up and contributing.

Allyship

The model of inclusive leadership behavior

LEADING OUTWARD

Facilitate accountability
Take ownership
Practice allyship

LEADING INWARD

Nurture curiosity
Show humility
Have courage

AN INCLUSIVE WORKPLACE

Entering the brave space - become comfortable with feeling uncomfortable

Panic zone
Stressed, fearful, tense, embarrassed, feel anxious, overwhelmed, annoyed, frustrated, tired

Stretch zone
Engaged, challenged, willing to risk, excited

Comfort zone
Safe, easy, comfortable

Ideas zone for development
It's uncomfortable
It's where we learn!
It takes continuous building and practice!

Tip: Start with the stretch zone!

DEI in the Employee Engagement Survey "People Matter"

People Matter survey: Taking stock of satisfaction and motivation in Ørsted

Published 25/10/2022

The Ørsted IN Networks

Everyone is welcome in the inclusion networks – are you IN?

Ørsted

Everyone is welcome in the inclusion networks – are you IN?

Join Gender IN
We want to make Ørsted a more inclusive workplace for all genders and we always welcome and support the diversity of the full and equal gender identity spectrum.

Join LGBTQ+ IN
We come together to make our workplace a safe and inclusive space for all LGBTQ+ people in the workplace. We aim for an inclusive and supportive workplace where everyone belongs. Their full selves to work.

Join Disability IN
Our mission is to understand and influence the social conditions that create barriers to work. We aim to create an inclusive workplace where everyone belongs. Their full selves to work.

Join Neurodiversity IN
Our mission is to understand and influence the social conditions that create barriers to work. We aim to create an inclusive workplace where everyone belongs. Their full selves to work.

Ørsted

What are the Ørsted IN Networks?

- Voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with Ørsted.
- In Ørsted, we currently have **5 different** network groups: GenderIN, Race & Ethnicity IN, Disability Equality IN, LGBTQ+ IN and newly started 50+ IN in Continental Europe.
- They consist of individuals (and their allies) who come together based on backgrounds or demographic factors.
- The groups exist to provide support and help in personal or career development and to create a safe space where employees can bring their whole selves to the table.



Ørsted | Minds  Gender IN

Join Vincent & Patrick
in a conversation about
vulnerability as a leadership
strength

Nov 17



An example of
EXPERIENCING high
level of psychological
safety

For questions or dialogues, reach out

mettc@orsted.com

jedkr@orsted.com

