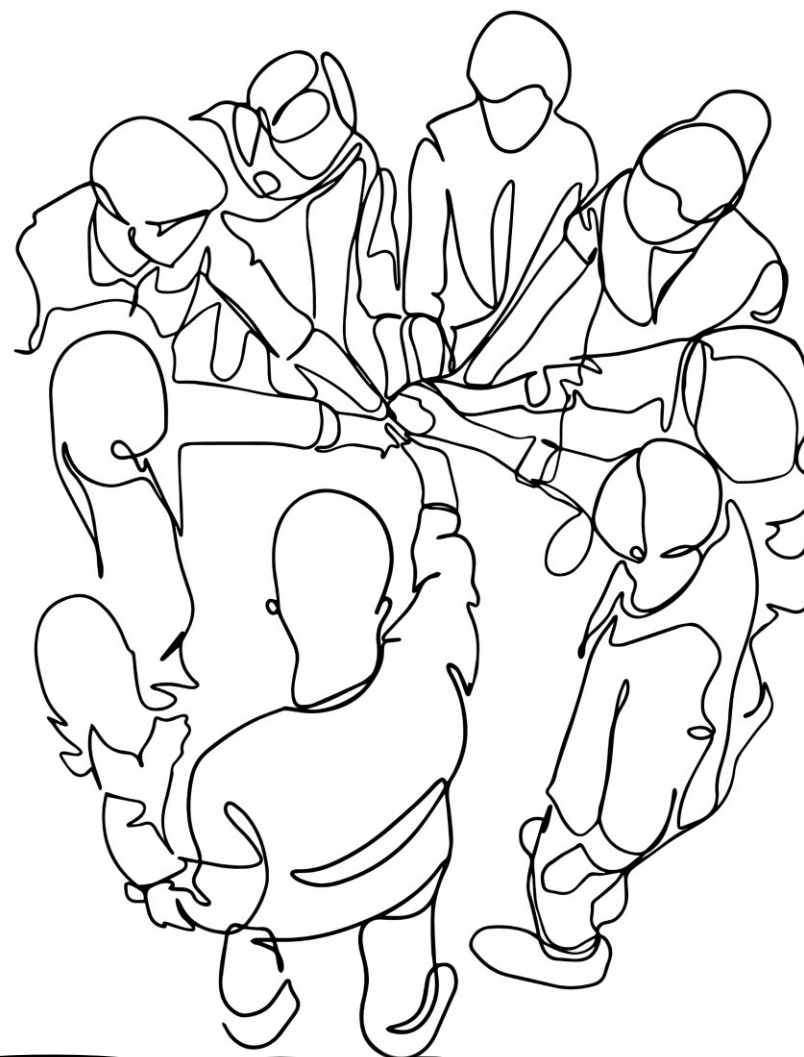


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# 3 rules to establish the „Circle of Safety“ in your team



# The „Circle of Safety“ is...

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... a „feeling of belonging, of shared values and a deep sense of empathy, dramatically enhances trust, cooperation and problem solving“ is lived and no one fears each other



Source: Simon Sinek „Leaders Eat Last“, p. 24

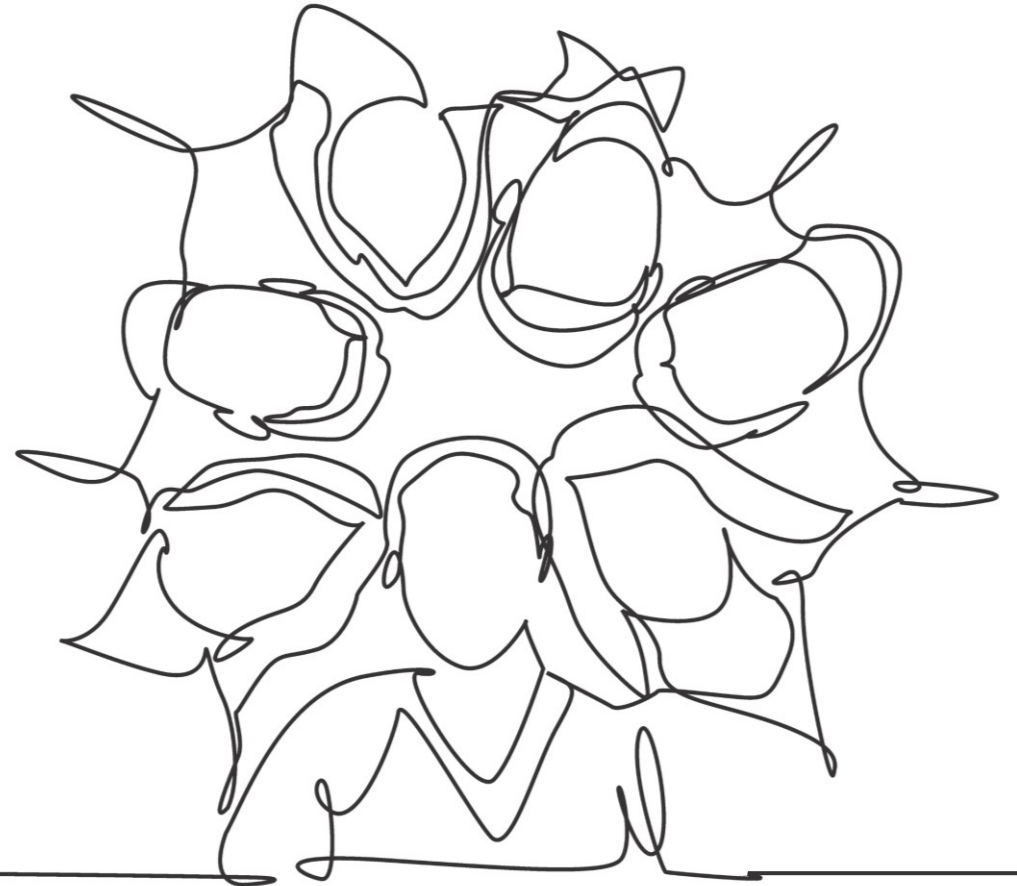
© Knitter & Associates GmbH | Inspired by Simon Sinek's "Circle of Safety" in "Leaders eat Last"



# Rule #1: Good leaders give people security and self-confidence K&A

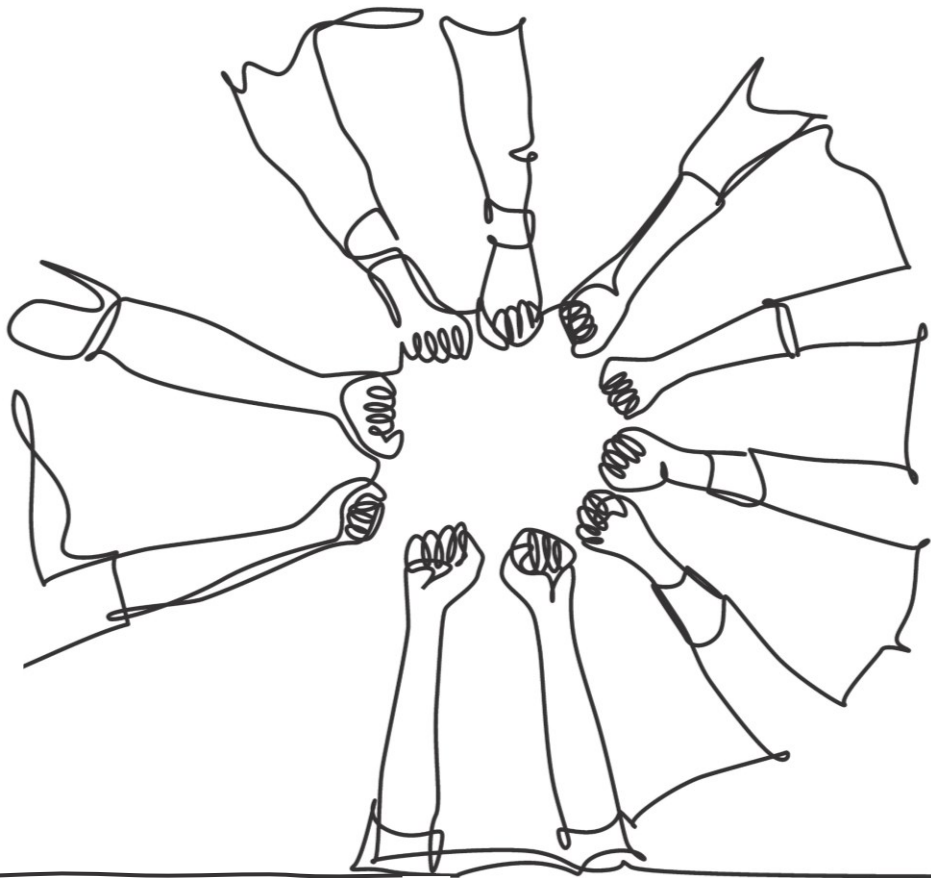
The leader sets the tone for the group behavior and makes a group possible in that...

- ... every single team member believes the group is stronger than an individual could be
- ... everyone is willing to take his own disadvantage because the group will be more successful in the long run
- ... team members protect the group from outside dangers so the leader doesn't have to sacrifice himself



# Rule #2: Character beats performance

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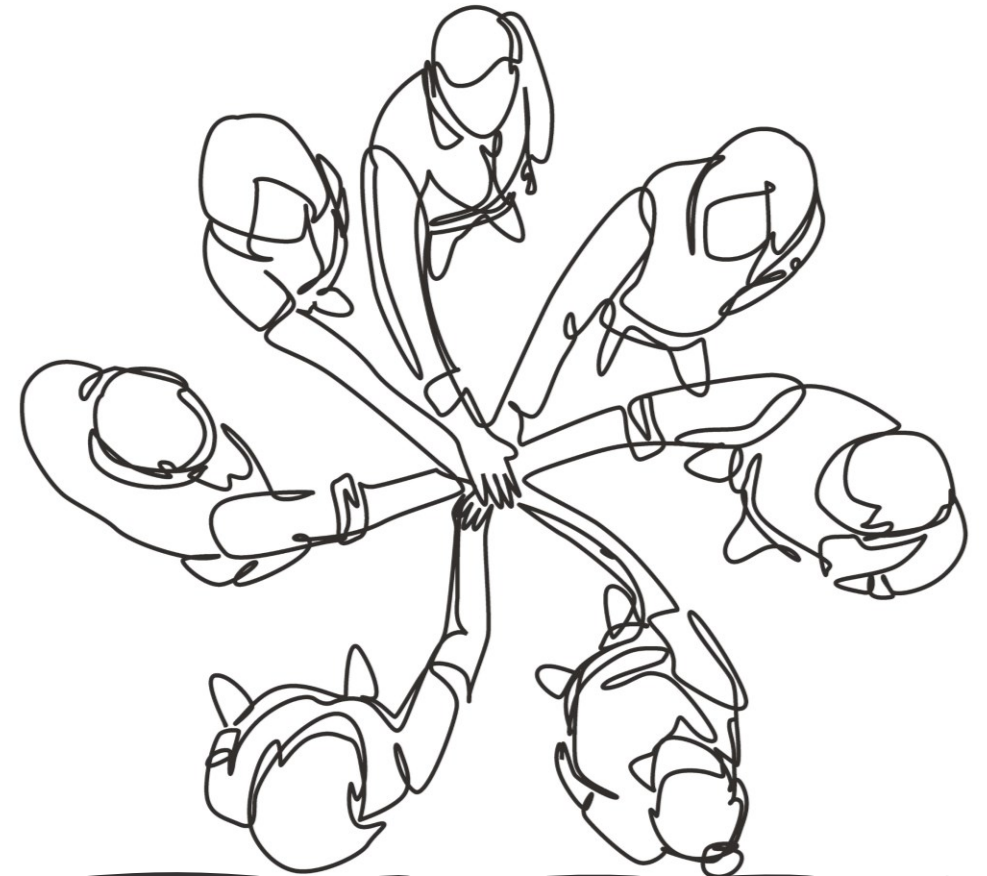
- The choice of team members is critical to the "Circle of Safety"
- It is better to choose a person who is less powerful but very trustworthy
- People who are high performers but low trustworthy are bad for the team. They are both toxic leaders and toxic team members
- Team members who feel appreciated will do their job better as they want to keep the trust



# Rule #3: Creating the right environment is more important than selecting the right people

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- Employees feel empowered when they make decisions on their own and when leaders have shown trust and empathy
- When employees believe each other is taking care of them, and feel appreciated and relaxed, they collaborate. This breeds innovation and makes a group more powerful and resilient
- Lay-off of low performers leads to instability within the circle. Instead, the leader should focus on the safety zone and provide support to the team member



Impact that matters.