

# What gets in the way of Speaking Up?



## Trust

- Lack of anonymity or confidentiality
- Previous experience
- Lack of confidence
- New in post
- Hierarchy
- Language barriers
- Cultural differences
- Neurodiversity
- Menopause
- Poor health
- Emotional vulnerability
- Stress



## Understanding

- Organisational politics
- Organisational norms
- Cultural differences
- 'Shut up' rather than 'Speak up' signals
- Banter



## Risk

- Fear of consequences: being punished, suppressed or ignored
- Hierarchy
- Peer pressure
- Lack of support from colleagues
- Professional loyalties
- Others are seen as scary
- Lack of psychologically safe space
- Protected characteristics



## Titles

- Hierarchy
- Labels – myths and assumptions
- Lack of confidence
- The List ...



## How To

- Lack of skill or knowledge
- Lack of confidence
- Finding the right words
- Finding the right time and place
- Neurodiversity
- Stress