



Losada-Inspired Real-Time Team Scan

Interaction Log (Month or Project Cycle)

Over one month, or during a project cycle, track meaningful interactions across your team meetings:

- Observe about 10 to 20 minutes per team meeting
- Each statement, question, or comment is one utterance
- Record the utterance in a few words if you like to remember what was said
- For each utterance, mark the appropriate codes as follows:

Dimension	Code	Meaning
Positivity	+	Appreciation, encouragement, supportive comment
	-	Criticism, sarcasm, dismissive remark
Communication style	?	Question, curiosity, inquiry
	!	Assertion, opinion, advocacy
Focus	O	Referring to others' ideas, building on them
	S	Referring mainly to own ideas or position

Mark one code per dimension per utterance.

Example: "That's a good point Sarah, can you explain more?" Mark as follows: + ? O

Use the form below to record your observations during the interaction. All recorded interactions can then be used to calculate the ratios.

Important note: This is a quick-scan tool, designed to help you become more aware of behaviors that are indicative of the level of psychological safety in your professional environment. **It is not an exact measurement**, but a practical way to detect patterns and increase insight.



Interaction Moments in Team Meetings Log

Team meeting: _____ Date: _____ Duration: _____ Observer: _____

#	+	-	?	!	O	S	Utterance
1	☐	☐	☐	☐	☐	☐	_____
2	☐	☐	☐	☐	☐	☐	_____
3	☐	☐	☐	☐	☐	☐	_____
4	☐	☐	☐	☐	☐	☐	_____
5	☐	☐	☐	☐	☐	☐	_____
6	☐	☐	☐	☐	☐	☐	_____
7	☐	☐	☐	☐	☐	☐	_____
8	☐	☐	☐	☐	☐	☐	_____
9	☐	☐	☐	☐	☐	☐	_____
10	☐	☐	☐	☐	☐	☐	_____
11	☐	☐	☐	☐	☐	☐	_____
12	☐	☐	☐	☐	☐	☐	_____
13	☐	☐	☐	☐	☐	☐	_____
14	☐	☐	☐	☐	☐	☐	_____
15	☐	☐	☐	☐	☐	☐	_____
16	☐	☐	☐	☐	☐	☐	_____
17	☐	☐	☐	☐	☐	☐	_____
18	☐	☐	☐	☐	☐	☐	_____
19	☐	☐	☐	☐	☐	☐	_____
20	☐	☐	☐	☐	☐	☐	_____



Scoring Psychological Safety

Tally the scores

Dimension *Count*

Positive (+) ____

Negative (–) ____

Inquiry (?) ____

Advocacy (!) ____

Other (O) ____

Self (S) ____

Calculate the ratios

Positivity Ratio (P/N)

Positive ÷ Negative = ____:1

Inquiry Ratio (I/A)

Inquiry ÷ Advocacy = ____:1

Other Ratio (O/S)

Other ÷ Self = ____:1

Guideline to measure psychological safety by:

1. P/N > 3:1 → generally supportive, safe, constructive
2. P/N 2:1 – 3:1 → Generally positive, moderately safe climate
3. P/N ~1:1 – 2:1 → Mixed signals; cautious or uneven trust
4. P/N ~1:1 → tension, low trust, fear (red flag)
5. Very high P/N → assess whether criticism is entirely absent (another red flag)

Post observation reflection (quick interpretation)

Pattern

High positivity + inquiry + other-focus

Low positivity

Low inquiry

Low other-focus

Possible meaning

Healthy psychological safety

Risk of defensiveness or fear of speaking up

Few voices dominate discussion

People may feel ignored or undervalued

