

SWIMAUS™

THE NEW WEAPON IN SWIMMING

SWIMMING AUSTRALIA

GARY BARCLAY

arena 

SPORTAUS

 CITY FERTILITY

WHAT IS PSYCHOLOGICAL SAFETY



Psychological safety is about the following, all of which are significant in swimming.

Safe Space: Creating an environment where individuals feel safe and comfortable sharing their thoughts, ideas, concerns, or emotions.

Open Communication: Encouraging open and honest dialogue without fear of negative consequences or judgment.

Non-Judgmental Atmosphere: Fostering an atmosphere where mistakes and failures are seen as opportunities for learning, not as reasons for punishment or criticism.

Trust: Building trust among team members, where individuals believe that others have their best interests at heart.

WHAT IS PSYCHOLOGICAL SAFETY



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Emotional Well-being: Addressing and supporting the emotional and mental well-being of individuals within the group.

Risk-Taking: Encouraging individuals to take calculated risks and innovate without fear of reprisals.

Conflict Resolution: Providing mechanisms for resolving conflicts in a constructive and respectful manner.

Empowerment: Giving individuals a sense of control over their own work or contributions.

WHAT IS PSYCHOLOGICAL SAFETY



Psychological safety is about the following, all of which are significant in swimming.

Inclusivity: Ensuring that everyone, regardless of their background or identity, feels equally valued and respected.

Supportive Leadership: Leadership that actively demonstrates empathy, listens, and responds to the needs and concerns of team members.

Diversity of Ideas: Encouraging a diverse range of ideas and perspectives, which can lead to more creative solutions and better decision-making.

Growth Mindset: Promoting a mindset that views challenges and setbacks as opportunities for growth and improvement.

WHAT IS PSYCHOLOGICAL SAFETY



Psychological safety is about the following, all of which are significant in swimming.

Reducing Stigma: Eliminating stigmatization of mental health issues or personal challenges, making it easier for individuals to seek help when needed.

Long-Term Sustainability: Recognizing that psychological safety is an ongoing effort that requires continuous attention and commitment from all members of the group or organization.

Ethical Responsibility: Acknowledging the ethical responsibility to treat individuals with respect and dignity, regardless of their performance or circumstances.

IMPORTANCE OF PSYCHOLOGICAL SAFETY IN SWIMMING / SPORT



Psychological safety in swimming is very important for many reasons:

- **Performance Enhancement** – improved performance. No criticism, take calculated risks, provides environment for peak performance
- **Mental Health and Well-being** – enhanced mental health, stressors of competition, & life, safe space to openly discuss
- **Squad/Club Cohesion** – better team cohesion in teams that prioritise psychological safety, collaborate, improved team performance

IMPORTANCE OF PSYCHOLOGICAL SAFETY IN SWIMMING / SPORT



Psychological safety in swimming is very important for many reasons:

- **Athlete Development** – a safe environment encourages skill development, try new things, nurtures and retains talent
- **Longevity in Swimming** – athletes who feel safe more likely to have longer and more successful careers, better equipped for ups and down
- **Ethical Reasons** – Athletes deserve to be treated with dignity and respect, regardless of performance

PSYCHOLOGICAL SAFETY



Barriers to Psychological Safety

- Stigma around mental health
- Negative coaching practices
- Fear of failure

Building Psychological Safety

- Encourage open communication
- Promote a growth mindset
- Foster a supportive team culture

COACH'S ROLE



How can we as coaches do each of the following?

- Lead by example
- Provide emotional support
- Promote resilience

ATHLETE'S ROLE



- Seeking help when needed
- Being a supportive teammate
- Practicing self-care



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