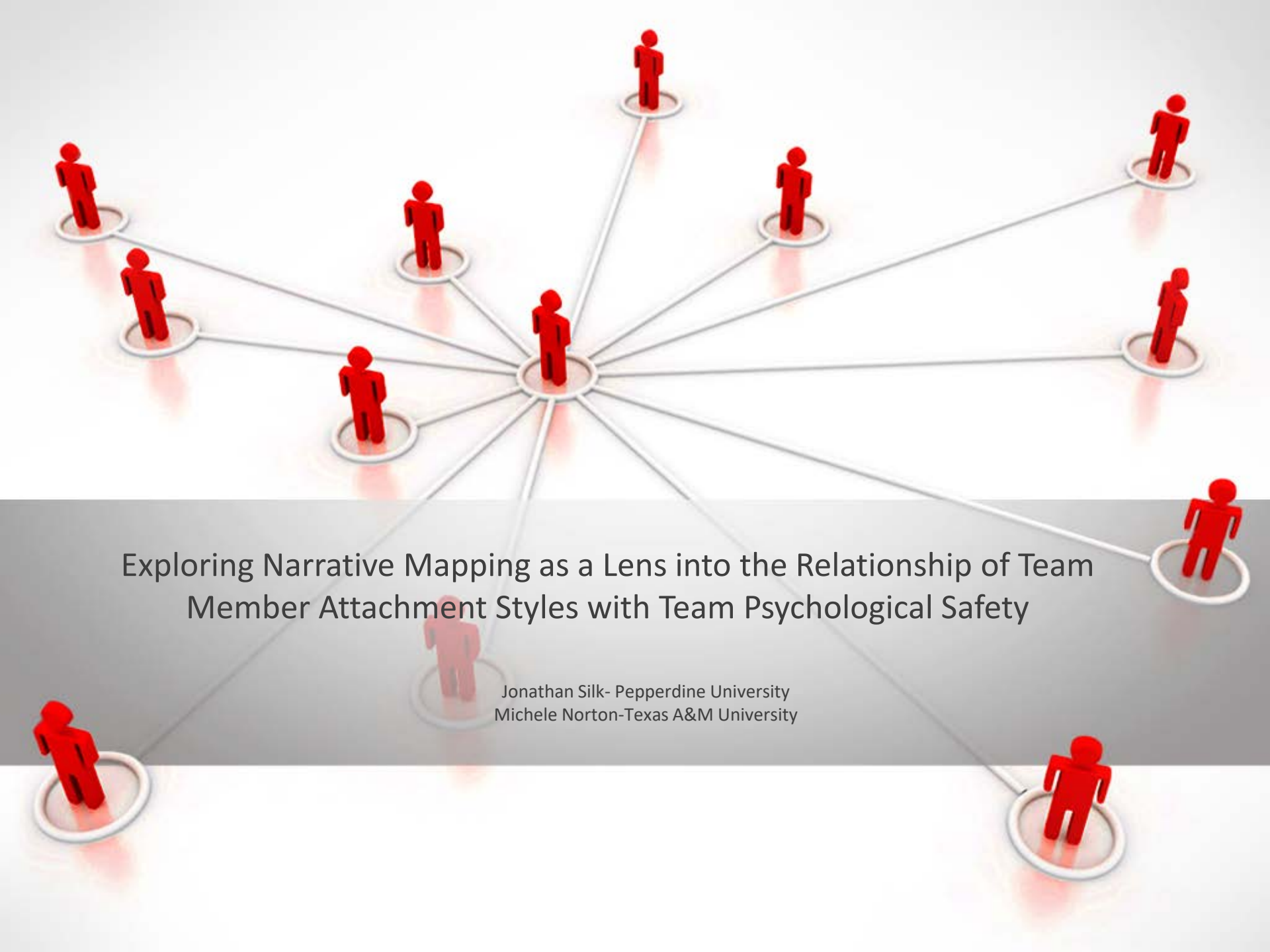

Exploring Narrative Mapping as a Lens into the Relationship of Team Member Attachment Styles with Team Psychological Safety

Jonathan Silk- Pepperdine University
Michele Norton-Texas A&M University

Storytelling

Think back through your childhood and early career experiences…

Tell about an experience where you caught a glimpse of what an effective leader might be.

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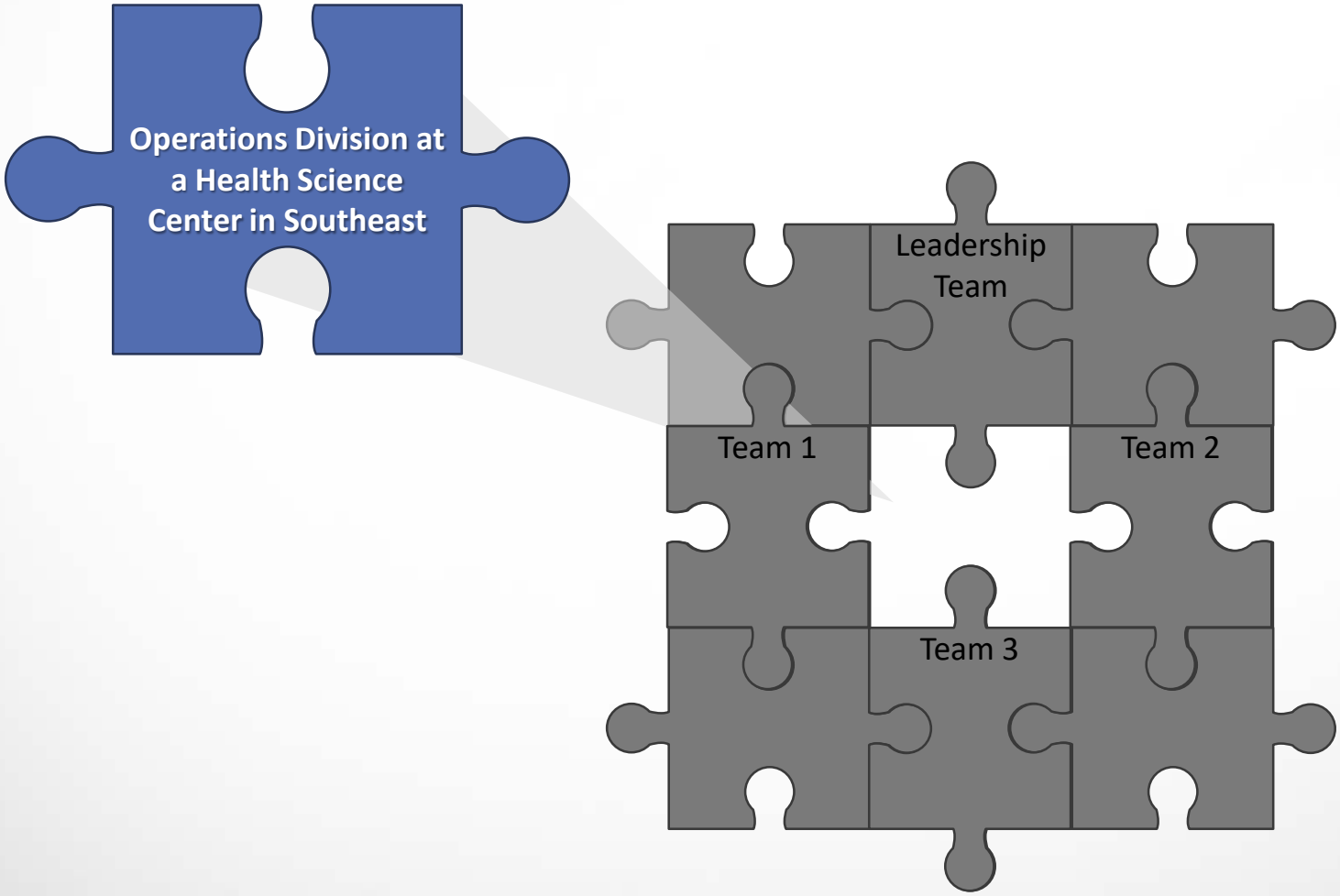
Setting

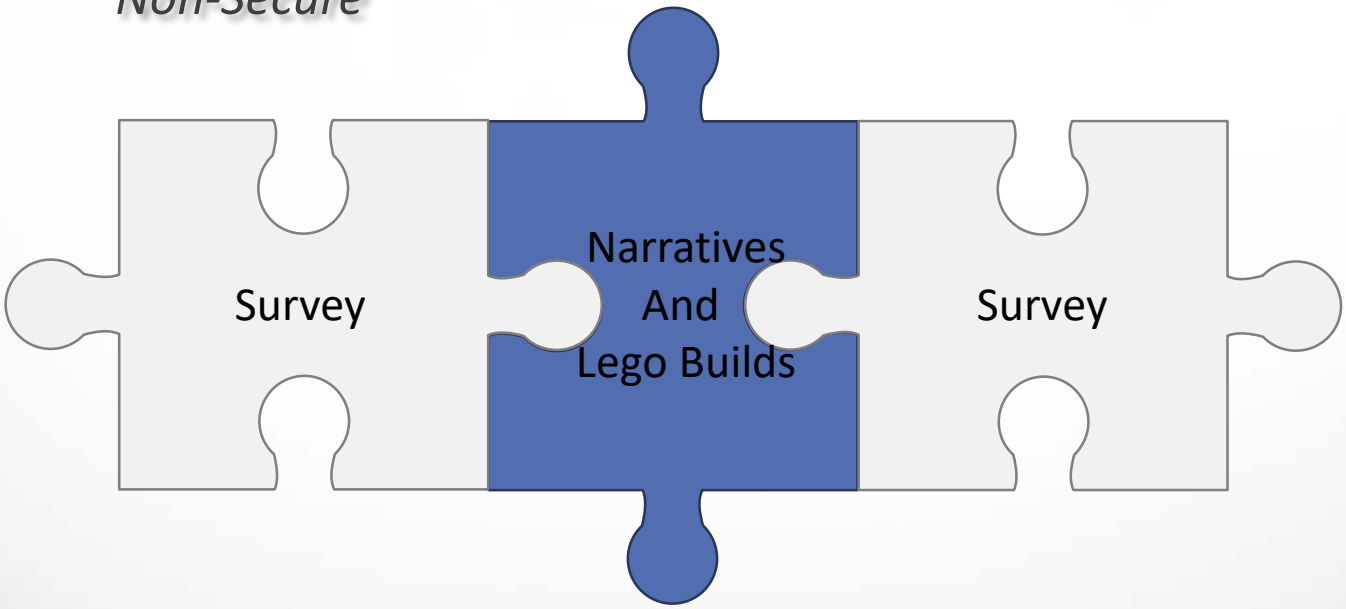

Operations Division at a Health Science Center in Southeast
Leadership Team
Team 1
Team 2
Team 3

Puzzle – Leader-Member Exchanges impacting space between Attachment and Psychological Safety

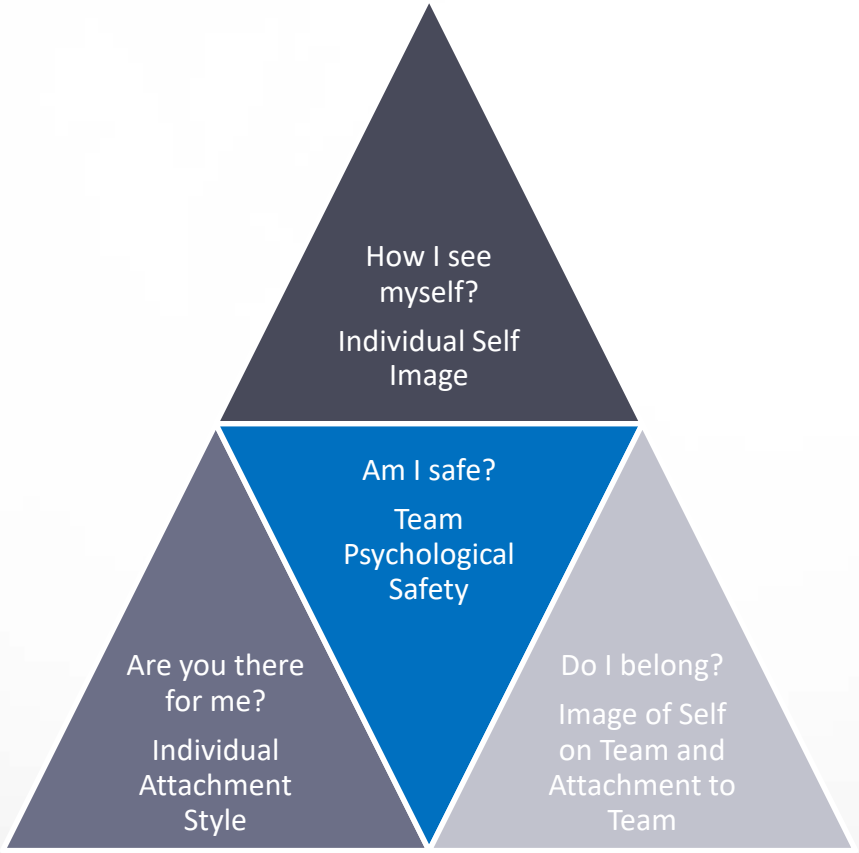
Individual Attachments- Secure or Non-Secure

Leader-Member Exchanges

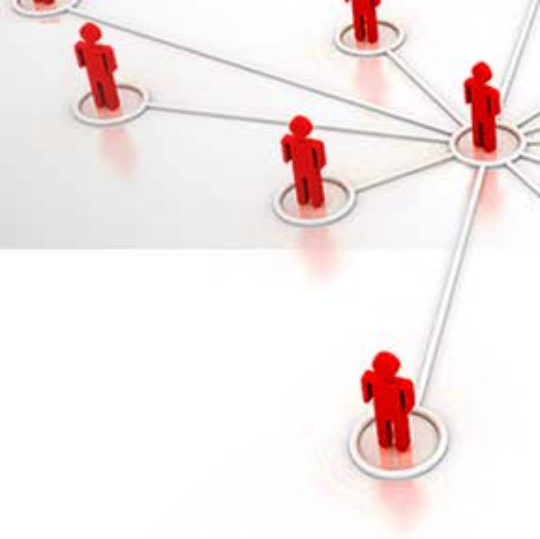
Team Psychological Safety



Variables- Attachment and Psych Safety



Narratives



Beliefs, Values/Mindset

Thoughts

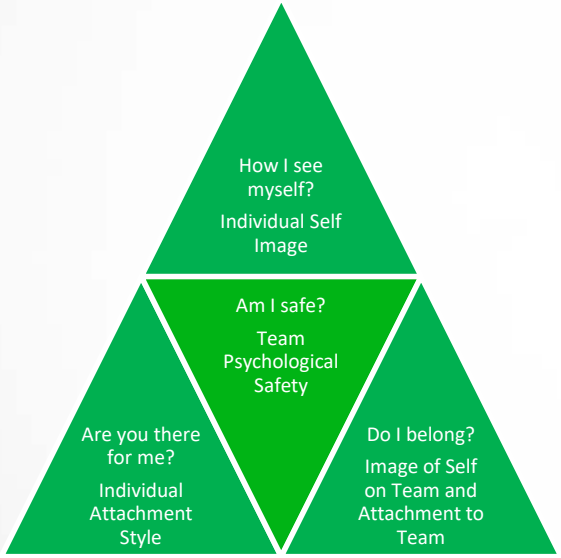
Narratives

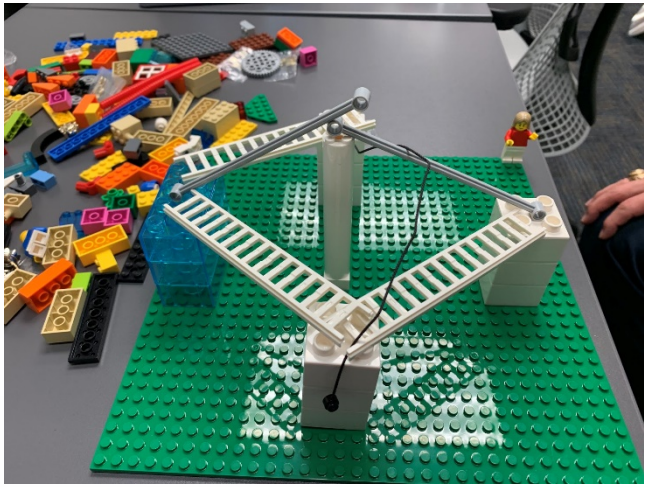
And Lego Builds

Emotions

Behaviors

Jason- Leader





People First Behaviors
Southwest

Vulnerability and Transparency
Report Card

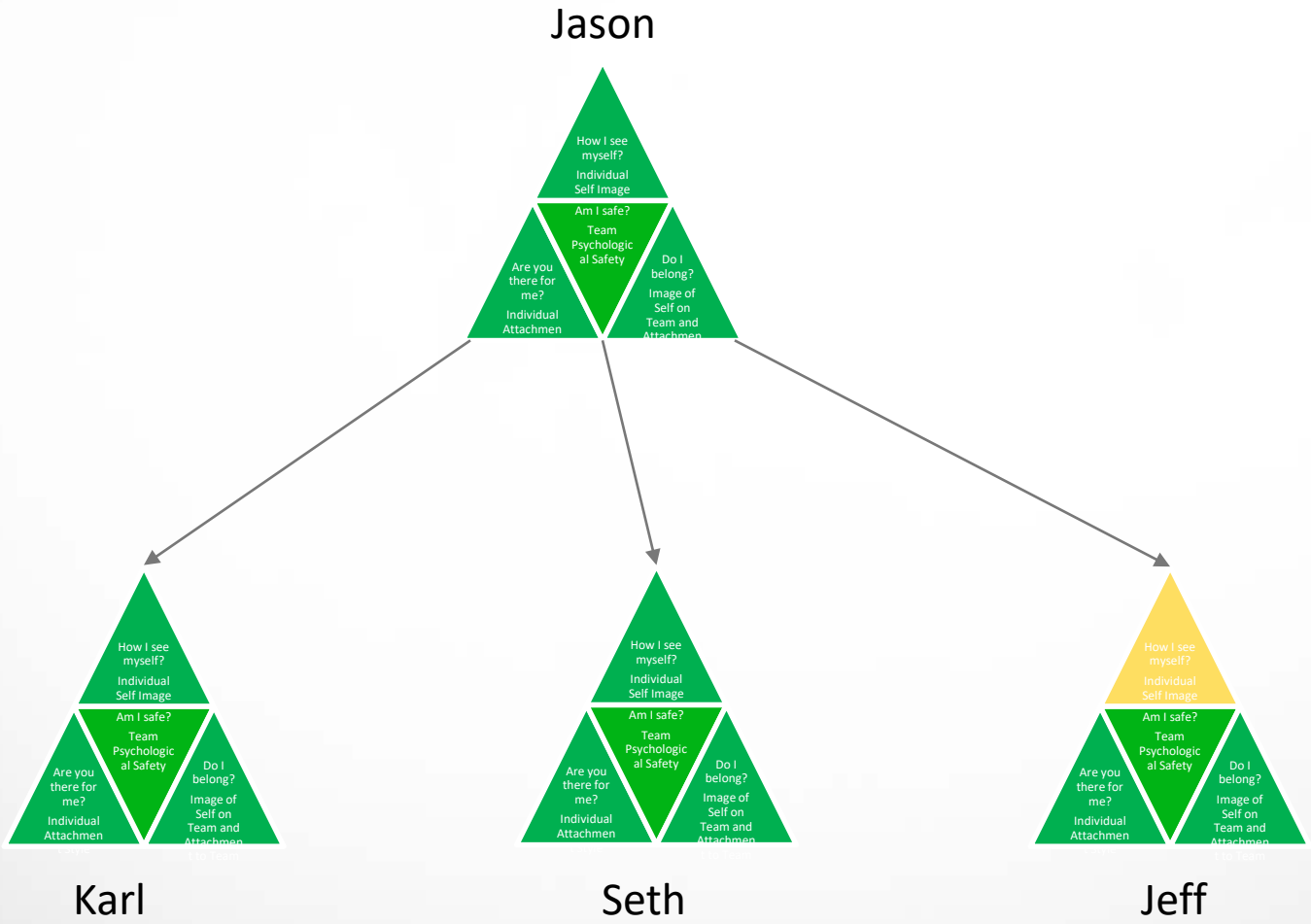
Developing and Growth
Scholarships for Growth

Clear Expectations
Bridge

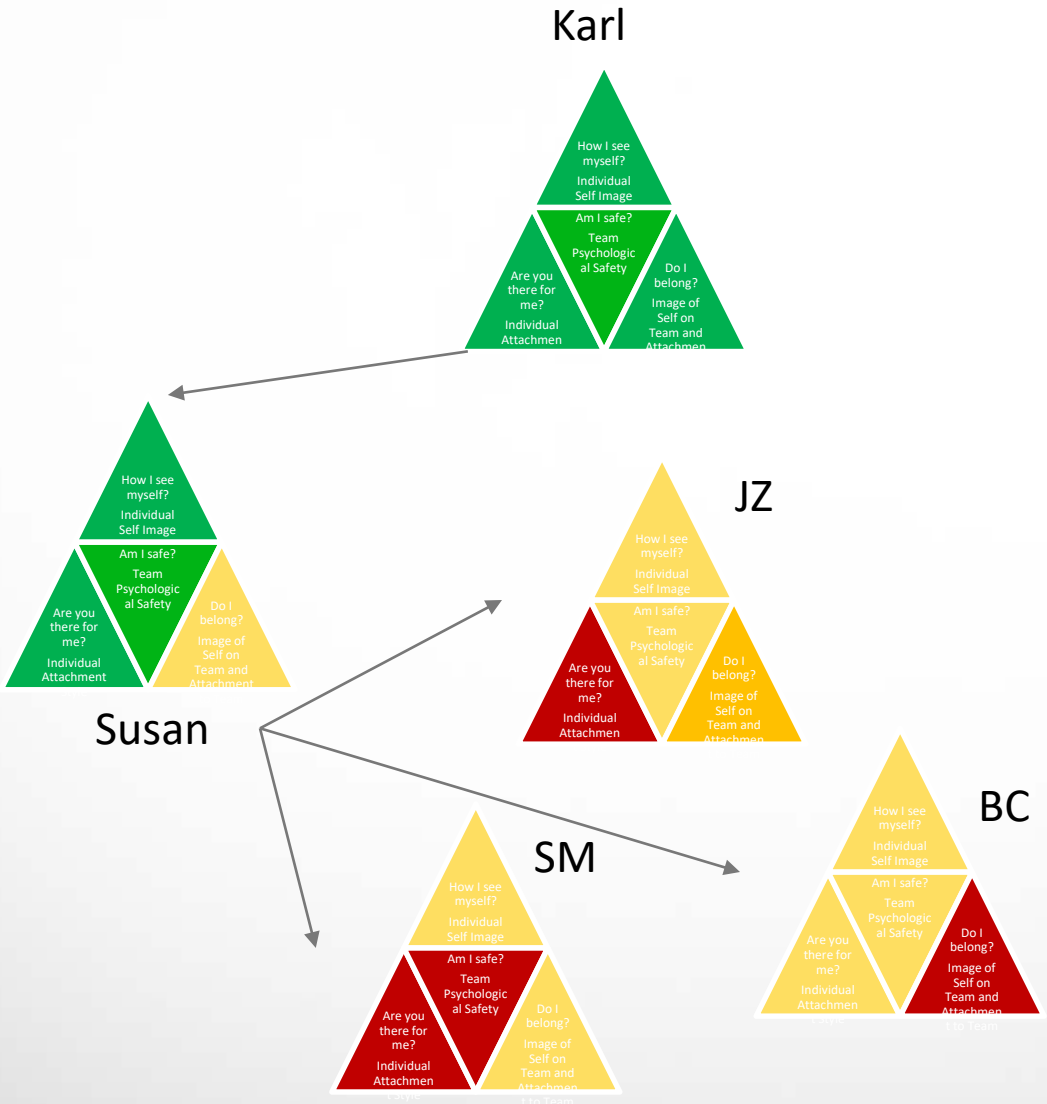
Reflect Back on Your Story

Identify 2-3 Values in Your Story

Leadership Team

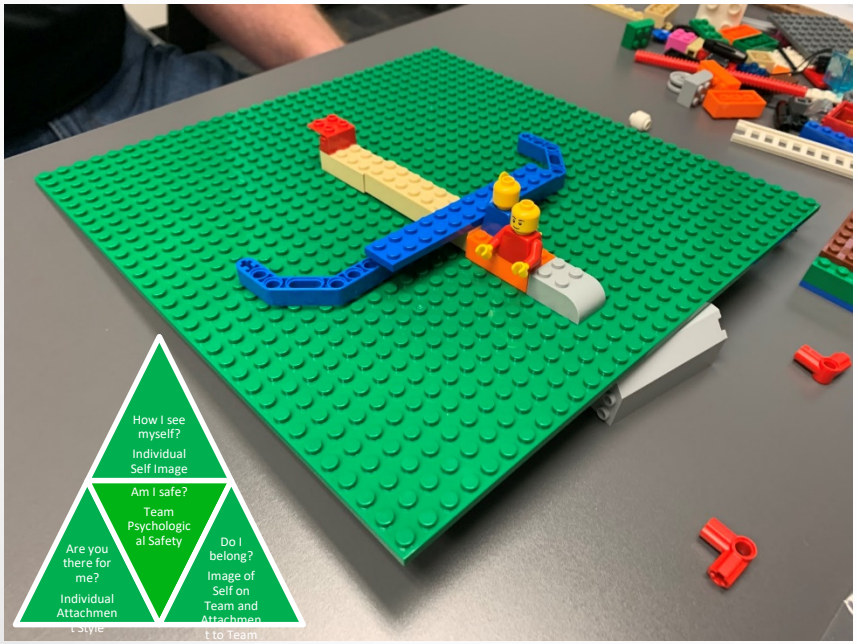


Karl's Team

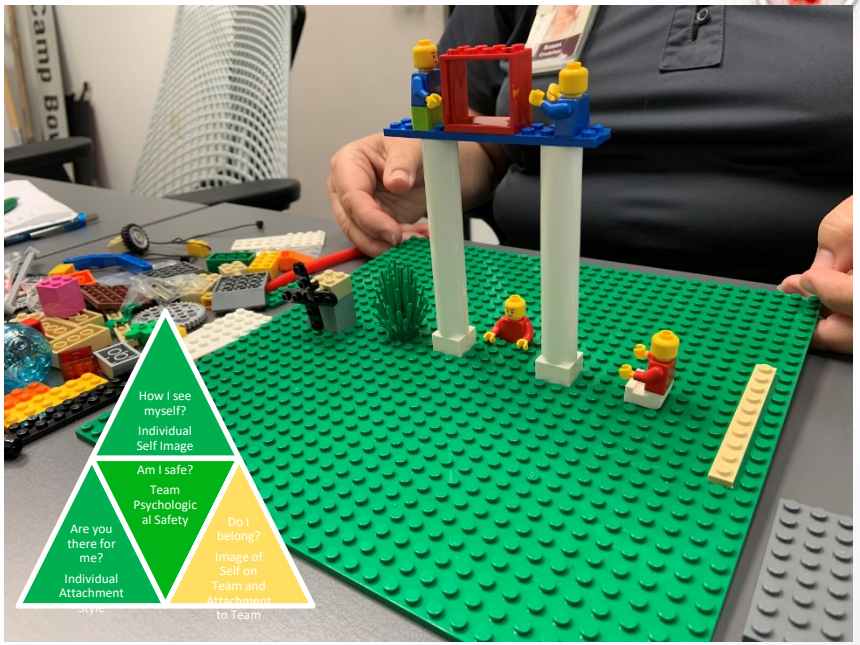

Karl
How I see myself?
Individual Self Image
Am I safe?
Team Psychologic al Safety
Are you there for me?
Individual Attachmen
Do I belong?
Image of Self on Team and
Susan
JZ
SM
BC

Conflicting Narratives

Karl

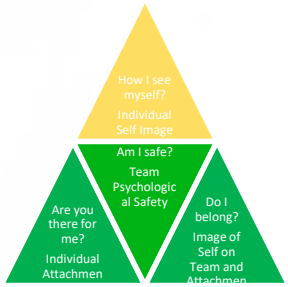


Susan



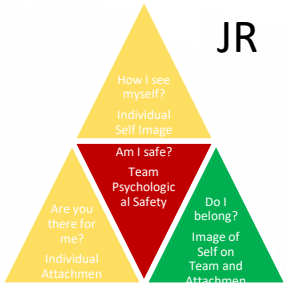
Jeff's Team

Jeff

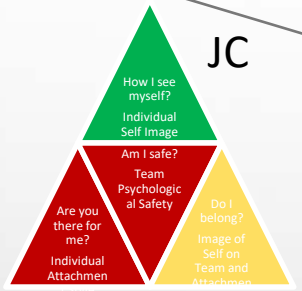


Missing

JR



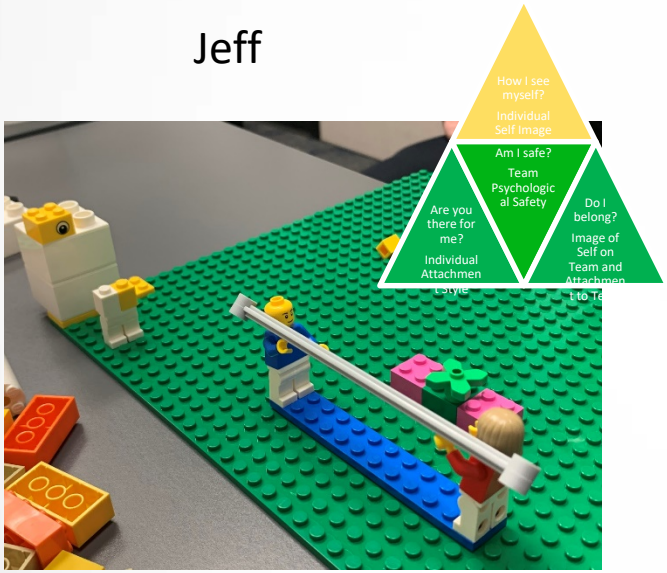
JC



RL

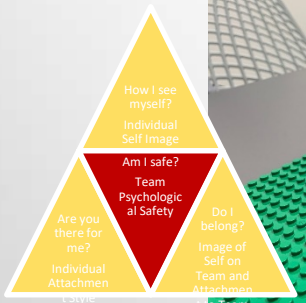
Counter Narratives

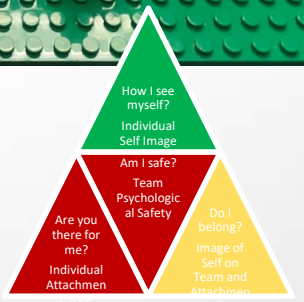
Jeff



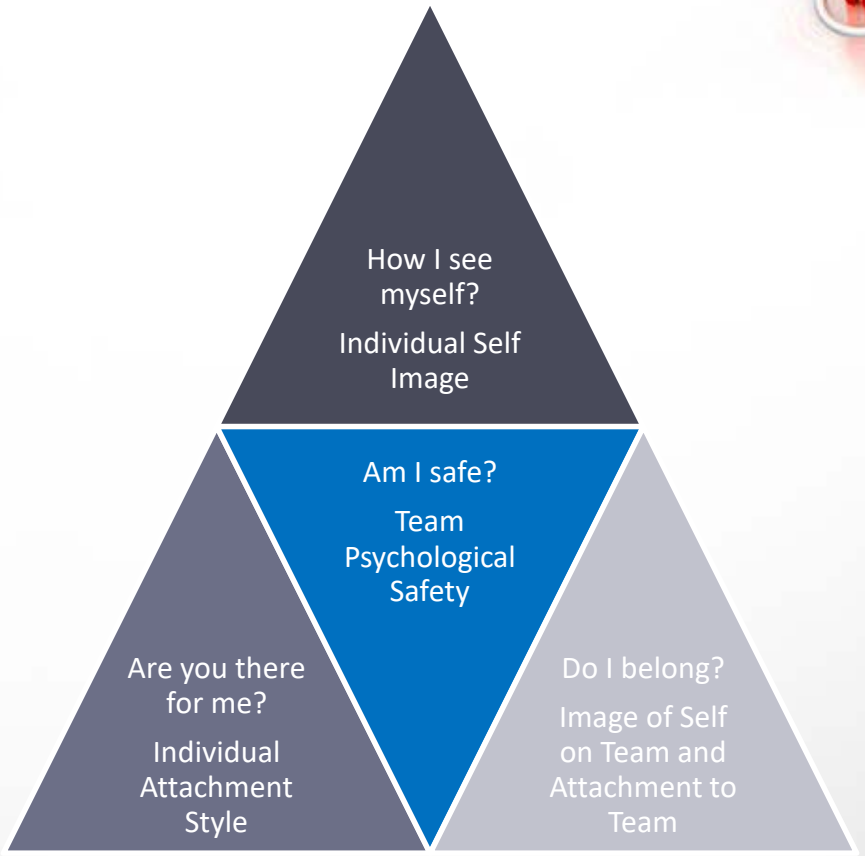
JC

RL





Take-Aways and Future Research

1	Looking at how beliefs and values travel across networks
2	How narratives help carry those beliefs and values across networks
3	Anyone that was yellow or red for Are you there for me ? (attachment) was never green for Psych Safety
4	Middle Manager: despite greens related to team above, his yellow for self-image, showed up in member team surveys as yellow and red attachment and psych safety
5	Words in narratives described the beliefs and values of organization, but actions showed up in Lego build reflections conflicted with those beliefs and values as described in her stories and showed up in team member surveys

If Leadership Behaviors aligned with your declared beliefs and values, how would the members of your team answer the 4 ?