



No one comes up with a good idea
whilst being chased by a tiger...

*Based on the thought leadership of Professor
Amy C. Edmondson, Harvard Business School*

Psychological Safety Under Pressure

*Creating psychological safe
spaces for speaking-up and
breakthrough development*

brought to you by
enliven. & CENAERA

About Enliven Empathy

Enliven helps organizations transform culture by making empathy tangible.

Our VR-infused training programs are trusted by leading organizations including Microsoft, ASML, KPN, Shimano, Rabobank and supported by Google.org and the Dutch Department of Justice.



About Cenaera

Cenaera Coaching & Culture is rooted in the belief that psychological safety is the soil in which meaningful change, connection and performance grow. Cenaera stands for centred leaders in a new era.

We guide organisations through cultural transitions with a blend of systemic insight, coaching expertise and deep listening. Our approach is thoughtful, research-informed and grounded in real human experience.

Why Enliven & Cenaera have joined forces

At Enliven and Cenaera, we believe that true culture change requires both experience and reflection.

Enliven's award-winning immersive technology makes empathy tangible by letting teams step into the shoes of others. Cenaera translates that emotional insight into lasting behavior through systemic coaching, dialogue, and leadership development.

Together, we bring the science of psychological safety to life -combining data, embodiment, and deep human connection.

Amy Edmondson's Work on Psychological Safety

This program is grounded in the pioneering research of Professor Amy C. Edmondson (author of the book *The Fearless Organization*), who introduced the concept of psychological safety.

Her work shows that high-performing teams are not defined by having the most expertise, but by creating an environment where people feel free to speak up, to ask questions, acknowledge mistakes, and share ideas without fear of blame.

When pressure rises, this foundation is often the first to crack. Even the strongest teams can fall silent under stress.

Psychological Safety Under Pressure helps participants feel this dynamic in action. They gain insight into what happens within themselves and within the team when the heat is on and, importantly, how to rebuild trust, openness and collective strength in real time. They learn the skills how to carry the heat together when the stakes are high.

Our solution: VR-infused cultural transformation

Enliven's award-winning immersive technology lets participants step directly into the experience of psychological safety breaking down and being rebuilt. This is not role play. It's not a workshop. It is emotional insight that becomes action.

From Enliven's corporate impact data:

- Only 23% of employees feel engaged in their work.
- Nearly 1 in 2 experience exclusion or disrespect monthly or more.
- Companies spend \$398.8B on training with little to no behavior change.

The program combines:

- A high-stakes VR scenario where silence feels safer than speaking up
- Guided dialogue to surface blind spots and shared understanding
- Practical tools for courage, intervention, and supportive leadership
- A structured journey for embedding behavioral change across teams



Impact you can expect

From thousands of employees impacted across ASML, Microsoft, McKinsey and others:

- **90%** find VR (highly) effective in understanding workplace perspectives
- **>81%** gain new insight into daily inclusion behaviors
- **>85%** leave with actionable strategies to intervene
- **>70%** report behavioral change months after the training
- **>70%** feel more engaged with their employer after sessions

“The instinct to play it safe is powerful.”

Amy C. Edmondson,
Harvard Business School

Teams walk away with:

- Stronger connections across the organisation, a deeper sense of belonging and collaboration.
- A shared language for psychological safety, helping everyone recognise and nurture safety in everyday interaction.
- The courage to speak up in crucial moments, even when tension is high and stakes matter.
- Meaningful insights for leaders, giving them a concrete starting point for developing and change behaviour in action.
- Signature practices to create a psychological safe environment ways to stay connected, thoughtful and constructive under pressure, together.

Psychological Safety Under Pressure

What's included:

Prime & Lower Resistance

Shared framing, curiosity, and clarity on why psychological safety matters.

VR Experience: Psychological Safety Under Pressure

A first-person scenario that makes risk, fear, and team dynamics tangible.

Facilitated Group Dialogue

Vulnerable, open reflection that shifts perspective and builds trust.

Activation & Behavior Change

Participants identify concrete actions and commitments for real-world change.

 SHIMANO Microsoft kpn ASML Rabobank McKinsey
& Company

Your Path to Building Psychologically Safe Teams

“In my ten years with ASML’s people and culture board, I have implemented numerous programs, but this one [Enliven’s Immersive Inclusion] is by far the most impactful I’ve experienced.”

Senior Leader, ASML.

Step 1: Pilot

Includes two tailored sessions (3–4 hours each) that assess needs and impact, with feedback refining the program before rollout.

Step 2: phased rollout

Team-by-team, region-by-region, or business unit-based scaling aligned with operations.

Step 3: structural rollout (train-the-trainer)

Embedding psychological safety as a shared habit through leadership and internal champions.

Step 4: Continuous Learning + Ongoing Refinement

Ongoing sessions, assessments, and maturity tracking for ongoing learning and sustained behavioral change.

Bring psychological safety to life where it matters most.

Sneak peek of our impact



www.enlivenempathy.com

Contact us to schedule one of the limited pilots for February 2026.

Contact Us

www.cenaera.com