

Figure 5.2. Physical vs. Psychological Manifestations of the Bradley Curve in Teams.

Bradley Curve Stage	Physical Safety	Psychological Safety
1 – REACTIVE	Respond to unsafe situations based on natural instincts.	Conform to group dynamics to fit in and not feel exposed.
2 – DEPENDENT	Respond to situations because of adherence to compliance and hierarchical controls.	Stay silent when both our own or others' mental well-being is put at risk from others.
3 – INDEPENDENT	Respond because we want to keep ourselves safe. Self-preservation becomes part of our practice and habit.	We call out microaggressions/microinequities when they relate to us because we share the emotive impact on us.
4 – INTERDEPENDENT	We proactively look out for others in our teams because we care for other people's physical well-being.	We call out noninclusive language and behaviours towards people in our teams.