



The banner features the 'play to potential' logo on the left. To its right are contact details: a WhatsApp icon with the number '+91 85914 52129\*', a Twitter icon with '@PlayToPotential', and a globe icon with 'playtopotential.com'. Further right, under the heading 'Also available on:', are icons for Spotify, Apple Podcasts, and Google Podcasts. On the right side of the banner is a portrait of a man in a suit and glasses, identified as 'Podcast Host Deepak Jayaraman'. At the bottom left of the banner, there is a small text note: '\*Just send us a Whatsapp with your name, number and email and we will add you to our distribution list.'

## Context to the nugget conversation

Amy speaks about the notion of Team Potential and the power of psychological safety coupled with good process and rituals and techniques and unlock the potential of a group of people.

## Transcription

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Deepak Jayaraman (DJ): Amy, this podcast is titled Play to Potential, as we wrap up what occurs to you when we say playing to potential?

Amy Edmondson (Amy): It's a wonderful title. I think, I will start with individuals then I will say something about teams. I mean, all of us as individuals like to think we have a potential that we can reach and then there are many, many things in the way. There's distractions, there's tiredness, there's health challenges and the job of leaders in a work environment is to minimize the hurdles, right? It is to get rid of the things that are in the way because I think most people can and want to long to reach their potential. So, a leader's job is to remove barriers to that, to inspire of course but then to figure out ways to remove barriers. Team potential really fascinates me too because I think of diverse teams maybe diverse expertise in particular as having enormous potential to innovate, to make good decisions, to make a difference. And more often than not that potential doesn't get realized, that synergy doesn't get captured because people talk by each other. Some people don't speak up or they don't understand each other because of different jargon in different areas of expertise. And so, in order to achieve the potential that diverse teams have to offer you need both psychological safety and good process, a good process and rituals and techniques that make sure different voices are heard, options are generated, decisions are made and value is created.

## Reflections from Deepak Jayaraman

DJ: I find it fascinating to listen to how different people frame the notion of playing to potential. If you would like to hear about how some of the other guests saw this, you can go to the Curated Playlist – In Summary – Playing to Potential. You will find this at [Playtopotential.com](http://Playtopotential.com). Once you are there you pick the curated playlist section within that you will find this playlist In Summary – Playing to Potential. Thank you for listening.

## End of nugget transcription

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**In Summary – Playing to Potential:** This playlist captures the essence of what the speaker is trying to say in their conversation. In a way, it captures the key principles with which they have approached life which has brought them to where they are today. They share their perspectives on the mindset we need to adopt as we navigate through life. You can access the playlist [here](#).

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## Amy Edmondson - Nuggets

- 78.01 Amy Edmondson - Nuances of Psychological Safety
- 78.02 Amy Edmondson - Implication on Learn-what vs Learn-how
- 78.03 Amy Edmondson - Impact on leadership transitions
- 78.04 Amy Edmondson - Calculus of silence
- 78.05 Amy Edmondson - Traits that drive psychological safety
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- 78.07 Amy Edmondson - Rituals that drive psychological safety
- 78.08 Amy Edmondson - Miracle at Fukushima Daini
- 78.09 Amy Edmondson - Nuances in application - Google-X vs Walmart
- 78.10 Amy Edmondson - The "naïve realism" trap
- 78.11 Amy Edmondson - In Summary - Playing to Potential

## About Deepak Jayaraman

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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