# Work Environment

1. **Psychological safety**: Everyone feels safe in taking risks around their team members, and that they won't be embarrassed or punished for doing so.

2. **Dependability**: Everyone completes quality work on time.

3. **Structure and clarity**: Everyone knows their specific expectations are. These expectations must be challenging yet attainable.

4. **Meaning**: Everyone has a sense of purpose in their work (i.e., financial security, supporting family, helping the team succeed, etc.).

5. **Impact**: Everyone sees that the result of their work actually contributes to the organization's overall goals.