



**The Need for Leadership and Shared Responsibilities:  
The Importance of Common Goals, Fairness, Equity, and Psychological  
Safety in a Department**

*October 4, 2023*

---

## QUESTION 1

**How can you work with your colleagues to create a sense of shared vision and collective responsibility within your department?**

---

## QUESTION 2

**How can you address the "free rider" problem of those who want to enjoy the benefits of a department that runs well, but aren't necessarily willing to put in the work?**

---

## QUESTION 3

**How do you create conditions for a more equitable and fair distribution of tasks and responsibilities?**

---

## QUESTION 4

**How can you help create a sense of psychological safety so that people feel like they can speak up in the face of inequity, unfairness, and/or bias?**