

THE SAFE → SEEN MODEL

A TWO-LAYER FRAMEWORK FOR FEEDBACK THAT BUILDS TRUST, NOT THREAT

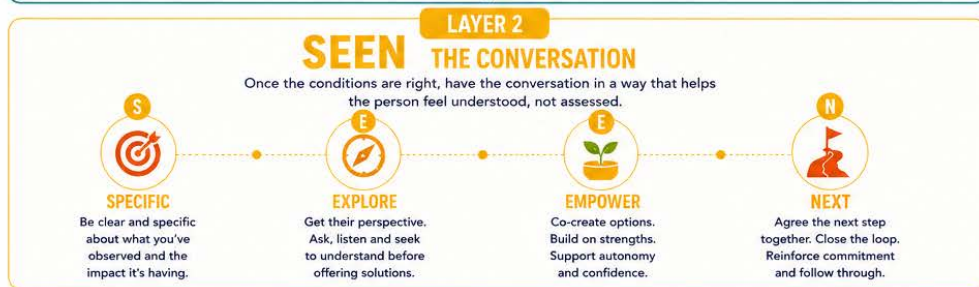
Safety before performance. Understanding before feedback. Connection before correction.



FROM: THREAT

When the nervous system feels unsafe, feedback lands as threat, not information.

- Hypervigilance
- Defensiveness
- Shutdown
- Masking
- Emotional Flooding



TO: GROWTH

When people feel safe and seen, feedback becomes fuel for growth.

- Openness
- Reflection
- Contribution
- Ownership
- Trust & Learning

“People cannot process feedback when they are busy surviving it.”



The nervous system responds to perceived threat before the conscious mind can intervene. Design your approach to regulate first, then engage.



SAFE creates the safety. SEEN creates the connection. Together, they create change.



Great feedback isn't about what you say. It's about how safe it feels to hear it.



Want to go deeper?

Scan to access the full SAFE-SEEN Guide, resources and leadership tools.



Safety before performance.



Connection before correction.



Growth through understanding.

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