Workplace Psychology for Behavior and Team Performance Course

22 – 26 February 2027
Addis Ababa

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Ref: 953_224115 **Date:** 22 – 26 February 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Workplace Psychology for Behavior and Team Performance Course is a 1-week course for managers, team leaders, people professionals, organizational development teams, and workplace facilitators who leave with a Workplace Psychology Action Portfolio. Participants diagnose behavior patterns, employee motivation, psychological safety, team dynamics, decision biases, feedback conditions, and job design. The course turns observations into evidence-informed management experiments and review measures. Agile Leaders Training Center delivers this course on applied workplace psychology.

Who Should Attend

- Teams responsible for motivation, engagement, and sustainable performance conditions.
- Functions responsible for team interaction, psychological safety, and employee voice.
- Groups responsible for organizational development, job design, and change interventions.
- Managers responsible for feedback, decisions, conflict patterns, and work allocation.
- Facilitators responsible for team reviews, behavioral observations, and action learning.

The course assumes participants can observe workplace behavior and interpret people data at work, and leaves out clinical diagnosis, therapy, and individual psychological assessment.

Departments and Industries

The course supports management and people decisions across service, industrial, public, and knowledge-based sectors.

- Human resources, organizational development, and employee experience
- Leadership, line management, and team operations
- Healthcare, education, and professional services
- Manufacturing, logistics, and technical operations
- Technology, finance, and customer service organizations

Learning Objectives

By the end of this course, participants will be able to:

- Analyze behavior through person, task, team, and system factors.
- Evaluate motivation using autonomy, competence, and relatedness.
- Diagnose psychological safety and employee voice conditions.
- Compare decision biases, attribution errors, and group effects.
- Build job-design, feedback, and team interaction experiments.
- Prioritize evidence, measures, safeguards, and review actions.

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Course Agenda

Day 1: Behavioral Diagnosis at Work

- Person, Task, Team, and System Analysis Map
- Behavior, Antecedent, and Consequence Observation Record
- Attribution Error and Situational Factor Checklist
- Workplace Evidence and Assumption Separation Grid
- Behavioral Problem Definition and Stakeholder Brief

Day 2: Motivation and Job Conditions

- Autonomy, Competence, and Relatedness Needs Review
- Job Demands and Resources Balance Map
- Role Clarity, Control, and Workload Diagnostic
- Fairness, Recognition, and Feedback Condition Matrix
- Motivation Barrier and Work Design Experiment Canvas

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Day 3: Team Dynamics and Psychological Safety

- Team Interaction and Informal Norms Network Map
- Psychological Safety and Speaking-Up Condition Review
- Trust, Conflict, and Repair Behavior Inventory
- Employee Voice and Response Pattern Analysis
- Team Learning and Error Discussion Protocol

Day 4: Decisions and Behavioral Intervention

- Decision Bias and Choice Architecture Audit
- Groupthink and Dissent Safeguard Checklist
- Feedback Conversation and Behavior Cue Plan
- Psychosocial Work Factor Intervention Matrix
- Outcome Measure and Ethical Boundary Register

Day 5: Workplace Psychology Practice

- Suggested Exercise: Behavioral Evidence Case Diagnosis
- Suggested Exercise: Motivation and Job Design Redesign
- Suggested Exercise: Psychological Safety Team Review
- Suggested Exercise: Decision Bias Intervention Test
- Capstone Exercise: Workplace Psychology Action Portfolio

Practical Exercises

The course uses suggested activities to connect behavioral evidence with responsible management action.

- Suggested activity: separate observable behavior, context, assumptions, and alternative explanations in a workplace case.
- Suggested activity: redesign a task using motivation needs, job demands, resources, and feedback conditions.
- Suggested activity: map psychological safety, voice, conflict, and response patterns within a team.
- Suggested activity: test a small behavioral intervention with defined measures and ethical safeguards.

FAQs

Who suits workplace psychology and team performance training, and what does it assume?

Managers, team leaders, people professionals, organizational development teams, and facilitators suit the course. It assumes participants can observe behavior and interpret workplace data, while clinical diagnosis, therapy, and individual psychological testing remain outside scope.

How does workplace psychology differ from general leadership training?

Workplace psychology uses behavioral evidence, motivation theory, team conditions, decision research, and job design to diagnose patterns, while general leadership training may focus more broadly on roles, styles, communication, and managerial practices.

How can managers diagnose employee motivation without guessing?

Managers can compare observable behavior and work outcomes with autonomy, competence, relatedness, workload, resources, fairness, recognition, role clarity, and feedback conditions, then test small changes rather than attributing performance to personality alone.

What makes psychological safety relevant to team performance?

Psychological safety supports questions, concerns, ideas, error reporting, and information sharing, allowing teams to identify risks, learn from work, and coordinate improvement without treating respectful challenge as disloyalty.

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How should workplace psychology interventions be evaluated?

Workplace psychology interventions should use a defined behavior, baseline evidence, a specific change, observable measures, a review period, alternative explanations, participant feedback, and ethical boundaries before wider adoption.

Conclusion

Participants take back a Workplace Psychology Action Portfolio linking behavioral evidence, motivation conditions, team dynamics, decision biases, job design, interventions, measures, and safeguards. The portfolio improves how managers distinguish individual behavior from work-system effects. It converts workplace observations into testable actions and review decisions.