

Scale: Definition	Example items
<b>Teamwork climate:</b> perceived quality of collaboration between personnel	<ul style="list-style-type: none"> <li>-Disagreements are appropriately resolved (i.e., not <i>who</i> is right, but <i>what</i> is best for the patient)</li> <li>-Our doctors and nurses work together as a well coordinated team</li> </ul>
<b>Job satisfaction:</b> positivity about the work experience	<ul style="list-style-type: none"> <li>-I like my job</li> <li>-This ICU is a good place to work</li> </ul>
<b>Perceptions of management:</b> approval of managerial action	<ul style="list-style-type: none"> <li>-Management supports my daily efforts in this ICU</li> <li>-Management is doing a good job</li> </ul>
<b>Safety climate:</b> perceptions of a strong and proactive organizational commitment to safety	<ul style="list-style-type: none"> <li>-I would feel perfectly safe being treated here</li> <li>-ICU personnel frequently disregard rules or guidelines</li> </ul>
<b>Working conditions:</b> perceived quality of the work environment and logistical support (staffing, equipment etc.)	<ul style="list-style-type: none"> <li>-Our levels of staffing are sufficient to handle the number of patients</li> <li>-The equipment in this ICU is adequate</li> </ul>
<b>Stress recognition:</b> acknowledgement of how performance is influenced by stressors	<ul style="list-style-type: none"> <li>-I am less effective at work when fatigued</li> <li>-When my workload becomes excessive, my performance is impaired</li> </ul>