

Appendix. Psychological Safety in the Perioperative Environment: Survey Questions

1. If I made a mistake, I would feel safe speaking up to members in this department
Likert 1-Strongly disagree, 5-Strongly agree
2. I am able to bring up problems and tough issues with members in this department
Likert 1-Strongly disagree, 5-Strongly agree
3. Members of this department would never reject others for being different.
Likert 1-Strongly disagree, 5-Strongly agree
4. Members of this department encourage and support me to take on new tasks or to learn how to do things I have never done before.
Likert 1-Strongly disagree, 5-Strongly agree
5. If I had a question or was unsure of something in relation to my role at work, I could ask members of this department
Likert 1-Strongly disagree, 5-Strongly agree
6. If I had a problem with the perioperative team (operating room, preop clinic, PACU), I could depend on members of this department to be my advocate
Likert 1-Strongly disagree, 5-Strongly agree
7. If I speak up/voice my opinion, I know that my input is valued by members of this department
Likert 1-Strongly disagree, 5-Strongly agree
8. I plan to leave my current job within the next 12-months
Likert 1-Strongly disagree, 5-Strongly agree
9. How long have you worked in this department?
 - a. 1-5 years
 - b. 6-10 years
 - c. >10 years
10. What is your gender?
 - a. Woman
 - b. Man
 - c. Non-binary
 - d. Prefer not to disclose