

SUPPLEMENTAL ONLINE APPENDIX

Source instruments and constructs used to develop survey

| Source instrument | Construct measured | Number of items |
|---|--|-----------------|
| Team Diagnostic Survey (TDS); ¹² | Real team | 3 |
| | Team composition: size and skills | 4 |
| | Group norms | 2 |
| | Effort-related process criteria | 2 |
| | Knowledge and skill-related process criteria | 1 |
| | Team interpersonal processes | 2 |
| | Supportive organizational context | 3 |
| Attitudes Toward Health Care Team Scale ¹³ | Attitudes toward team value | 2 |
| | Attitudes toward team efficiency | 3 |
| Team Climate Inventory (TCI) ¹⁴ | Participatory safety | 4 |
| | Task orientation | 1 |
| | Support for innovation | 2 |
| Minimizing Error, Maximizing Outcome (MEMO) ¹⁵ | Quality emphasis | 7 |
| | Chaos | 1 |
| | Global satisfaction | 1 |
| AHRQ TeamSTEPPS Teamwork Perceptions Questionnaire (AHRQ T-TPQ) ¹⁶ | Team structure | 5 |
| | Situation monitoring | 5 |
| | Mutual support | 2 |
| | Leadership | 7 |

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| TransforMed Clinician Staff Questionnaire (TransforMed CSQ) ¹⁷ | Relationship infrastructure Work environment Sensemaking Culture of learning | 5 1 1 1 |
| AHRQ Medical Office Survey on Patient Safety Culture ¹⁸ | Teamwork (safety) Communication openness Organizational learning Work pressure and pace Staff training | 4 3 3 4 2 |
| Organizational Readiness to Change Assessment (ORCA) ¹⁹ | Readiness for change: culture Readiness for change | 7 3 |