

Appendix 1 – Raw data on team Climate Inventory

Table A1. Team Climate Inventory individual and overall mean scores

	Baseline (mean scores, range 1-5)					Follow-up (mean scores, range 1-5)				
	Total TCI	Vision	Participative safety	Task orientation	Support for innovation	Total TCI	Vision	Participative safety	Task orientation	Support for innovation
Professionals										
NLP001	3.79	3.75	3.75	4.0	3.67	4.21	4.25	4.25	4.0	4.33
NLP002	3.69	4.0	3.75	3.0	3.67	3.86	4.0	4.0	3.33	4.0
NLP003	4.86	4.75	5.0	5.0	4.67	n.i.	n.i.	n.i.	n.i.	n.i.
NLP004	3.0	3.75	2.25	2.67	3.33	n.i.	n.i.	n.i.	n.i.	n.i.
NLP005	1.79	1.50	2.50	1.0	2.0	3.14	3.75	2.75	3.0	3.0
NLP006	2.93	3.25	3.0	3.0	2.33	3.86	3.75	4.25	3.67	3.67
NLP007	n.c.	n.c.	n.c.	n.c.	n.c.	3.29	2.75	4.0	3.33	3.0
NLP008	n.i.	n.i.	n.i.	n.i.	n.i.	2.07	2.25	1.5	2.67	2.0
Total score	3.3	3.8	3.4	3.0	3.5	3.6	3.8	4.0	3.3	3.3
Steering group										
NLM001	3.93	4.5	4.0	3.33	3.67	3.93	4.5	4.25	3.33	3.33
NLM002	2.71	3.25	2.5	1.67	3.33	4.0	4.0	.	.	.
NLM003	2.79	3.0	2.75	2.33	3.0	3.5	3.75	3.75	3.0	3.33
NLM004	3.07	4.5	1.75	3.0	3.0	n.c.	n.c.	n.c.	n.c.	n.c.
NLM005	n.i.	n.i.	n.i.	n.i.	n.i.	3.79	3.75	4.25	3.33	3.67
Total score	2.9	3.9	3.6	2.7	3.2	3.9	3.9	4.3	3.3	3.3
Overall total score	3.0	3.8	2.9	3.0	3.3	3.8	3.8	4.0	3.3	3.3

Note: this table presents individual scores on team climate, collected among steering group members and professionals at the start and end of implementation of the improvement project.

Abbreviations: TCI, Team Climate Inventory; n.c., not completed - this participant did not complete the questionnaire at the time; n.i., not involved - this participant was not involved in the project at the time.