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| **Appendix:** Survey items of the Speaking Up about Patient Safety Questionnaire SUPS-Q |
| Over the last 4 weeks, how often… |
| ***Perceived concerns***  |
| … have you had specific concerns about patient safety? |
| … have you observed an error which - if uncaptured - could be harmful to patients ? |
| … have often have you noticed that your workplace colleagues haven't followed important patient safety rules, intentionally or unintentionally? |
| ***Withholding voice***  |
| … did you choose not to bring up your specific concerns about patient safety? |
| … did you keep ideas for improving patient safety in your unit to yourself? |
| … did you remain silent when you had information that might have prevented a safety incident in your unit? |
| … did you not address a colleague (doctors and/or nurses) if he/she didn’t follow important patient safety rules, intentionally or unintentionally? |
| ***Speaking up***  |
| … did you bring up specific concerns about patient safety? |
| … did you address an error which – if uncaptured – could be harmful for patients ? |
| … did you address a colleague (doctors and/or nurses) when he/she didn’t follow important patient safety rules, intentionally or unintentionally? |
| … did you prevent an incident from occuring as a consequence of bringing up specific concerns about patient safety? |
| ***Psychological Safety for Speaking up*** |
| I can rely on my colleagues (doctors and/or nurses), whenever I encounter difficulties in my work. |
| I can rely on the shift supervisor (person in charge of a shift) whenever I encounter difficulties in my work. |
| The culture in my unit/clinical area makes it easy to speak up about patient safety concerns. |
| My colleagues (doctors and/or nurses) react appropriately, when I speak up about my concerns about patient safety. |
| My shift supervisors (person in charge of a shift) react appropriately, when I speak up about my patient safety concerns. |
| ***Encouraging Environment for Speaking up*** |
| In my unit/clincial area, I observe others speaking up about their patient safety concerns. |
| I am encouraged by my colleagues (doctors and/or nurses) to speak up about patient safety concerns. |
| I am encouraged by my shift supervisor (person in charge during a shift) to speak up about patient safety concerns. |
| ***Resignation towards Speaking up***  |
| When I have patient safety concerns it is difficult to bring them up |
| Having to remind staff of the same safety rules again and again is frustrating. |
| Sometimes I become discouraged because nothing changes after expressing my patient safety concerns. |