<table>
<thead>
<tr>
<th><strong>Scale:</strong> Definition</th>
<th><strong>Example items</strong></th>
</tr>
</thead>
</table>
| **Teamwork climate:** perceived quality of collaboration between personnel | - Disagreements are appropriately resolved (i.e., not who is right, but what is best for the patient)  
- Our doctors and nurses work together as a well coordinated team |
| **Job satisfaction:** positivity about the work experience | - I like my job  
- This ICU is a good place to work |
| **Perceptions of management:** approval of managerial action | - Management supports my daily efforts in this ICU  
- Management is doing a good job |
| **Safety climate:** perceptions of a strong and proactive organizational commitment to safety | - I would feel perfectly safe being treated here  
- ICU personnel frequently disregard rules or guidelines |
| **Working conditions:** perceived quality of the work environment and logistical support (staffing, equipment etc.) | - Our levels of staffing are sufficient to handle the number of patients  
- The equipment in this ICU is adequate |
| **Stress recognition:** acknowledgement of how performance is influenced by stressors | - I am less effective at work when fatigued  
- When my workload becomes excessive, my performance is impaired |