

| INSTRUMENT TITLE: Untitled (Edmonson 1999) | |
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| Authors (date) | Edmondson (1999) |
| Purpose | To assess team psychological safety, or a shared belief held by members of a team that the team is safe for interpersonal risk taking, and its relationship to team efficacy in learning and performance. |
| Instrument Characteristics | |
| Type of instrument | Survey |
| Total number of items | 54 |
| Setting | Non-Health Care or Unspecified |
| Target respondent | Employees, Managers |
| Degree of adaptation needed for primary care | No adaptation required |
| Mediator Constructs (# of items) | <i>Specific items</i> |
| <i>Cognitive Domain</i> | |
| Sense-making (n=0) | |
| Continuous learning (n=17) | 7, 8, 13, 16, 30, 31, 32, 33, 34, 37, 39, 44, 45, 46, 48, 50, 54 |
| Shared explicit goals and accountability (n=10) | 3, 6, 9, 10, 11, 12, 35, 36, 38, 41 |
| Evolving mental models of roles (n=2) | 40, 42 |
| <i>Affective/Relational Domain</i> | |
| Trust (n=0) | |
| Respectful interaction (n=5) | 18, 19, 20, 21, 53 |
| Heedful inter-relating (n=6) | 14, 17, 22, 23, 24, 47 |
| Commitment (n=3) | 43, 51, 52 |
| <i>Behavioral Domain</i> | |
| Communication (n=2) | 1, 3 |
| Adaptable to context and needs, improvisation (n=2) | 2, 15 |
| Conflict resolution (n=1) | 29 |
| <i>Leadership Domain</i> | |
| Leadership (n=5) | 4, 25, 26, 27, 28 |
| Psychometrics, Development and Testing | |
| Reliability | Internal consistency: Cronbach's α 0.63 to 0.87 for group-level survey variables. Inter-rater: intraclass correlations for observer variables. |
| Validity | Construct: ICC range 0.27-0.39 for constructs meaningful at group level attributes and 0.03 and 0.04 for individual; multitrait multimethod (MTMM); convergence (correlations) between two instruments was good; discriminant validity established with factor |

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| Factor analysis | Yes - principal components, varimax rotation |
| Other development and testing methods | Conducted interviews and observations; designed and administered two surveys and a structured interview instrument; interviewed and observed teams based on survey results; regression analyses and generalized linear model analysis. |
| Abstracts and Citation | |
| Instrument citation | Edmondson A. Psychological safety and learning behavior in work teams. Adm Sci Q 1999;44(2):350-383. |
| PubMed abstract or instrument link | N/A |
| Link to articles citing instrument | Link to articles citing instrument |