Supplemental Table: Items response rate, means, reliability characteristics and factor loading

| Item                                                                 | Mean | SD  | Missing (%) | Disagree (%) | Agree (%) | Corrected Item-Total Correlation | α if item deleted | Factor loading |
|----------------------------------------------------------------------|------|-----|-------------|--------------|----------|----------------------------------|------------------|---------------|
| **Teamwork climate**                                                 |      |     |             |              |          |                                  |                  |               |
| 1 Nurse input is well received in this clinical area.                | 3.80 | 0.85| 0.6         | 6.7          | 71.2     | 0.57                             | 0.87             | 0.59          |
| 2 In this clinical area, it is difficult to speak up if I perceive a problem with patient care.* | 3.63 | 1.00| 1.2         | 17.9         | 64.8     | 0.35                             | 0.88             | 0.40          |
| 3 Disagreements in this clinical area are resolved appropriately (i.e., not who is right, but what is best for the patient) | 3.48 | 0.90| 0.6         | 17.2         | 57.7     | 0.60                             | 0.87             | 0.67          |
| 4 I have the support I need from other personnel to care for patients. | 3.91 | 0.80| 0.6         | 6.1          | 79.8     | 0.60                             | 0.87             | 0.69          |
| 5 It is easy for personnel in this clinical area to ask questions when there is something that they do not understand. | 4.16 | 0.76| 0.6         | 4.3          | 87.7     | 0.49                             | 0.87             | 0.61          |
| 6 The physicians and nurses here work together as a well-coordinated team. | 3.68 | 0.86| 0.6         | 11.0         | 65.6     | 0.55                             | 0.87             | 0.59          |
| **Safety climate**                                                   |      |     |             |              |          |                                  |                  |               |
| 7 I would feel safe being treated here as a patient.                 | 3.54 | 0.86| 0.6         | 9.8          | 58.9     | 0.63                             | 0.87             | 0.64          |
| 8 Medical errors are handled appropriately in this clinical area.    | 3.42 | 0.95| 0.6         | 16.6         | 55.2     | 0.65                             | 0.87             | 0.76          |
| 9 I know the proper channels to direct questions regarding patient safety in this clinical area. | 3.80 | 0.95| 0.6         | 12.3         | 68.1     | 0.58                             | 0.87             | 0.68          |
| 10 I receive appropriate feedback about my performance.              | 3.15 | 1.02| 1.2         | 28.4         | 40.7     | 0.57                             | 0.87             | 0.63          |
| 11 In this clinical area, it is difficult to discuss errors.*        | 3.42 | 0.94| 0.6         | 19.6         | 50.3     | 0.29                             | 0.88             | 0.39          |
| 12 I am encouraged by my colleagues to report any patient safety concerns I may have. | 3.35 | 0.84| 1.2         | 13.6         | 42.6     | 0.45                             | 0.87             | 0.52          |
| 13 The culture in this clinical area makes it easy to learn from the errors of others. | 3.17 | 0.97| 0.6         | 23.3         | 37.4     | 0.66                             | 0.87             | 0.70          |
| **Job satisfaction**                                                 |      |     |             |              |          |                                  |                  |               |
| 14 I like my job.                                                    | 4.27 | 0.67| 0.6         | 1.2          | 90.2     | 0.46                             | 0.88             | 0.67          |
| 15 Working in this hospital is like being part of a large family.    | 3.99 | 0.92| 0.6         | 8.6          | 77.9     | 0.53                             | 0.87             | 0.57          |
| 16 This hospital is a good place to work.                            | 3.90 | 0.84| 0.6         | 10.5         | 76.5     | 0.66                             | 0.87             | 0.57          |
| 17 I am proud to work at this hospital.                              | 3.78 | 0.92| 0.6         | 7.4          | 60.7     | 0.56                             | 0.87             | 0.76          |
| 18 Moral in this clinical area is high.                              | 3.89 | 0.91| 0.6         | 8.0          | 73.0     | 0.51                             | 0.87             | 0.58          |
| **Stress recognition**                                               |      |     |             |              |          |                                  |                  |               |
| 19 When my workload becomes excessive, my performance is impaired.   | 3.88 | 1.07| 0.6         | 13.5         | 72.4     | 0.12                             | 0.88             | 0.69          |
| 20 I am less effective at work when fatigued.                       | 3.95 | 1.03| 0.6         | 13.6         | 77.2     | 0.14                             | 0.88             | 0.83          |
| 21 I am more likely to make errors in tense or hostile situations.   | 3.58 | 1.10| 0.6         | 18.4         | 62.0     | 0.11                             | 0.88             | 0.71          |
| 22 Fatigue impairs my performance during emergency situations.       | 3.63 | 1.08| 2.4         | 15.0         | 63.8     | 0.02                             | 0.88             | 0.83          |
### Supplemental Table: Items response rate, means, reliability characteristics and factor loading

| Perception of Management                                                                 |   |   |   |   |   |   |   |   |
|------------------------------------------------------------------------------------------|---|---|---|---|---|---|---|---|
| **Unit level:**                                                                           |   |   |   |   |   |   |   |   |
| 23 Management supports my daily efforts.                                                  | 3.60 | 1.03 | 0 | 14.6 | 62.2 | 0.57 | 0.87 | 0.65 |
| 24 Management does not knowingly compromise the safety of patients.                       | 2.23 | 0.92 | 0 | 9.8  | 65.9 | -0.49 | 0.89 | excluded from analysis* |
| 25 Problem personnel are dealt constructively in hospital.                                | 3.22 | 0.95 | 0 | 22.0 | 40.2 | 0.54 | 0.87 | 0.72 |
| 26 I am provided with adequate, timely information about events in the hospital that might affect my work. | 3.42 | 0.94 | 0 | 17.7 | 50.6 | 0.47 | 0.87 | 0.67 |
| **Hospital level:**                                                                        |   |   |   |   |   |   |   |   |
| 27 Management supports my daily efforts:                                                   | 2.67 | 1.09 | 0.6 | 41.7 | 22.1 | 0.41 | 0.88 | 0.58 |
| 28 Management does not knowingly compromise the safety of patients.                        | 3.16 | 1.20 | 0.6 | 39.3 | 33.1 | -0.23 | 0.89 | excluded from analysis* |
| 29 Problem personnel are dealt constructively in hospital.                                | 2.86 | 0.94 | 0.6 | 28.2 | 19.0 | 0.49 | 0.87 | 0.66 |
| 30 I am provided with adequate, timely information about events in the hospital that might affect my work. | 2.93 | 1.02 | 0 | 31.1 | 28.0 | 0.48 | 0.87 | 0.66 |
| **Working conditions**                                                                     |   |   |   |   |   |   |   |   |
| 31 The levels of staffing in this clinical area are sufficient to handle the number of patients. | 2.75 | 1.17 | 0 | 51.2 | 31.7 | 0.33 | 0.88 | 0.42 |
| 32 This hospital does a good job of training new personnel.                                | 3.40 | 1.02 | 0 | 19.5 | 51.8 | 0.50 | 0.87 | 0.82 |
| 33 All the necessary information for diagnostic and therapeutic decisions is routinely available to me. | Excluded from questionnaire*** |
| 34 Trainees in my discipline are adequately supervised.                                     | 3.41 | 0.98 | 0 | 19.5 | 56.1 | 0.60 | 0.87 | 0.89 |

Alpha (Cronbach’s alpha) if item is deleted and factor loading regarding Confirmatory Factor analysis (CFA) are given.

* Items reverse scored.

** Item 24 and 28 show a strongly bimodal pattern, excluded from factor analysis.

*** Due to decision of interdisciplinary expert group item 33 of the German SAQ was not applicable to acute care of stroke patients and therefore excluded.