Appendix B

Correlation analysis for Learning from Mistake Climate Scale (LMCS), Learning Climate Scale (LCS), Psychological Safety subscale, and Utrecht Work Engagement Scale (UWES-3)

| Scale/ subscales       | 1     | 2     | 3     | 4     | 5     | 6     |
|------------------------|-------|-------|-------|-------|-------|-------|
| 1. LMCS                |       |       |       |       |       |       |
| 2. Facilitation subscale| 0.562** | 1     |       |       |       |       |
| 3. Appreciation subscale| 0.557** | 0.612** | 1     |       |       |       |
| 4. Error Avoidance subscale| -0.401** | -0.123** | -0.162** | 1     |       |       |
| 5 Psychological Safety subscale| 0.578** | 0.395** | 0.428** | -0.472** | 1     |       |
| 6. UWES-3              | 0.459** | 0.383** | 0.0396** | -0.143** | 0.391** | 1     |