Appendix 5. Filled prediction matrix

Questions	Predicted answers	Hit rate	Hit rate (%)	P Value	Significance*
Do you feel free to admit a mistake?	Yes	16/17	94.12	0,000008688	++
Do you think something bad will happen if you do?	No	13/17	76.47	0,055550393	+
Do you feel free to ask for help?	Yes	16/17	94.12	0,000008688	++
Do you think something bad will happen if you do?	No	12/17	70.59	0,099990707	+
Do you feel free to ask for feedback?	Yes	13/17	76.47	0,055550393	+
Do you think something bad will happen if you do?	No	12/17	70.59	0,099990707	+
Do you feel free to voice your opinion or give suggestions?	Yes	17/17	100	0,000000000	++
Do you think something bad will happen if you do?	No	11/17	64.71	0,194981878	+
Do you feel free to ask questions and learn?	Yes	17/17	100	0,000000000	++
Do you think something bad will happen if you do?	No	14/17	82.35	0,006943799	++
Do you feel free to be creative and innovate?	Yes	17/17	100	0,000000000	++
Do you think something bad will happen if you do?	No	17/17	100	0,000000000	++
Average hit rate:			**85.78**	**0,005246179**	**++**

* Statistical significance was determined by a chi-square test, as suggested by Wilson and Woodside (1999). It uses the following indicators: ++, the partnering relationship prediction is supported both directionally and statistically ($P < 0.05$); +, the partnering relationship prediction is supported directionally; -, the partnering relationship prediction is not supported directionally; --, the partnering relationship opposite to that predicted is supported statistically ($P < 0.05$).

Table 1. Prediction matrix if high levels of psychological safety are exhibited.

Questions	Predicted answers	Hit rate	Hit rate (%)	P Value	Significance*
Do you feel free to admit a mistake?	Yes	16/17	94.12	0,000008688	++
Do you think something bad will happen if you do?	No	13/17	76.47	0,055550393	+
Do you see any point in doing so?	Yes	17/17	100	0,000000000	++
Do you admit your mistakes?	**4 & 5**	**16/17**	**94.12**	**0,000008688**	**++**
Do you feel free to ask for help?	Yes	16/17	94.12	0,000008688	++
Do you think something bad will happen if you do?	No	12/17	70.59	0,099990707	+
Do you see any point in doing so?	Yes	17/17	100	0,000000000	++
Do you ask for help?	**4 & 5**	**9/17**	**52.94**	**0,964185388**	**+**
Do you feel free to ask for feedback?	Yes	13/17	76.47	0,055550393	+
Do you think something bad will happen if you do?	No	12/17	70.59	0,099990707	+
Do you see any point in doing so?	Yes	17/17	100	0,000000000	++
Do you ask for feedback?	**4 & 5**	**9/17**	**52.94**	**0,964185388**	**+**
Do you feel free to voice your opinion or give suggestions?	Yes	17/17	100	0,000000000	++
Do you think something bad will happen if you do?	No	11/17	64.71	0,194981878	+
Do you think something good can come out of that?	Yes	16/17	94.12	0,000008688	++

Do you voice your opinion or give suggestions?	**4 & 5**	**12/17**	**70.59**	**0,099990707**	**+**
Do you feel free to ask questions and learn?	Yes	17/17	100	0,000000000	++
Do you think something bad will happen if you do?	No	14/17	82.35	0,006943799	++
Do you think something good can come out of that?	Yes	17/17	100	0,000000000	++
Do you ask questions and learn?	**4 & 5**	**12/17**	**70.59**	**0,048375365**	**+**
Do you feel free to be creative and innovate?	Yes	17/17	100	0,000000000	++
Do you think something bad will happen if you do?	No	17/17	100	0,000000000	++
Do you see any point in doing so?	Yes	16/17	94.12	0,000008688	++
Do you use creativity or innovate?	**4 & 5**	**14/17**	**82.35**	**0,006943799**	**++**
Do you feel as part of the team?	Yes	17/17	100	0,000000000	++
Do you sometimes make an extra effort for the good of the team?	**Yes**	**16/17**	**94.12**	**0,000008688**	**++**
Do you see any point in doing so?	Yes	16/17	94.12	0,000008688	++
Do you want to stay in the team?	**Yes**	**15/17**	**88.24**	0,003892417	**++**
Average weighted hit rate:**			**75.74**	**0,059272458**	**+**

* Statistical significance was determined by a chi-square test, as suggested by Wilson and Woodside (1999). It uses the following indicators: ++, the partnering relationship prediction is supported both directionally and statistically (P < 0.05); +, the partnering relationship prediction is supported directionally; -, the partnering relationship prediction is not supported directionally; --, the partnering relationship opposite to that predicted is supported statistically (P < 0.05).

** Whilst all the related predictions are presented in the matrix, only the ones in bold have weight in the confirmation of the concept, as they are the 'end product' as per the conceptual model (see Figure 1.6).

Table 2. Prediction matrix if all psychological safety's outcomes are achieved.