Appendix 1. Justification of case choice

As the concept of psychological safety is to be investigated, the aim is to find a team where the overall working conditions are rather standardised and typical for the industry, as many of the working condition constituents are also antecedents of psychological safety. It is then easier to draw conclusions from the findings and relate them to any case which enjoys similar conditions, making it more generalisable and thus adding validity.

In this endeavour, Quanterall presents itself as an appropriate case study candidate. It is company with twenty years of experience in the software industry (quanterall.com, 2023), which suggests good practices that the company must have employed over the years to stay competitive for so long. It does multitude of projects of varying size and theme, making the findings more generalizable and relatable, allowing for conclusions to be drawn and applied to the context of another software development company.

Quanterall's team composition, featuring specialists across diverse fields, aligns with the intricate dynamics of software development teams (quanterall.com, 2023). With a roster of over 70 engineers, the company presents the opportunity to observe the complex dynamics that ensue in companies of such size. Quanterall boasts the capacity for in-house multidisciplinary development and prototyping, which gives the opportunity to test behaviours that are associated with interpersonal threat (such as innovation, giving ideas), which will make the levels of psychological safety more apparent. That adds further validity to the findings.

Quanterall's commitment to a scientific approach is a foundational aspect of its operational ethos. The company leverages strategic partnerships with Institutes and Universities, facilitating access to cuttingedge technological research (quanterall.com, 2023). This strategic positioning not only ensures that it remains at the forefront of technological advancements but also signifies a strong foundation for empirically grounded research. In the pursuit of understanding psychological safety within the Software Development context, Quanterall's scientific approach enhances the credibility of the findings.

To overcome potential researcher bias, the issues of internal and external validity are considered together with reliability and objectivity (Yin, 1994):

Factor	Description	Evaluation of chosen case
Relevance	Suitability of the case with the purpose of the research.	Suitable, as it is a team in the Software Development industry.
Feasibility	The ability of the researcher to practically execute the research within the case study.	Feasible, as the researcher can physically go and conduct the research.
Access	Need to ensure the full cooperation of the interviewees and case study organisation.	Accessible, as an organisational representative have informally agreed to cooperate.
Application	Case study organisation should be of sufficient calibre to allow the research's findings to have sufficient leverage for justification.	Applicable, as the company has decades of experience across different disciplines in the software development industry.

Table 2.2. Evaluation of chosen case. Adapted from Yin (1994).