Appendix 2. Interview Questions and justification behind them

Questions	Reason for inclusion
1. Do you feel free to admit a mistake?	To find out whether members feel interpersonal threat related to admitting mistakes (Guchait et al., 2011) and whether they engage in such behaviour.
2. Do you think something bad will happen if you do?	
3. Do you see any point in doing so?	
4. Do you admit your mistakes?	
5. Do you feel free to ask for help?	To find out whether members feel interpersonal threat related to helpseeking (Edmondson, 2004) and whether they engage in such behaviour.
6. Do you think something bad will happen if you do?	
7. Do you see any point in doing so?	
8. Do you ask for help?	
9. Do you feel free to ask for feedback?	To find out whether members feel interpersonal threat related to feedbackseeking (Schein, 1985) and whether they engage in such behaviour.
10. Do you think something bad will happen if you do?	
11. Do you see any point in doing so?	
12. Do you ask for feedback?	
13. Do you feel free to voice your opinion or give suggestions?	To find out whether members feel interpersonal threat related to voice behaviour (Van Dyne and LePine, 1998) and whether they engage in such behaviour.
14. Do you think something bad will happen if you do?	
15. Do you think something good can come out of that?	
16. Do you voice your opinion or give suggestions?	
17. Do you feel free to ask questions and learn?	To find out whether members feel interpersonal threat related to learning behaviour (Schein, 1985) and whether they engage in such behaviour.
18. Do you think something bad will happen if you do?	
19. Do you think something good can come out of that?	
20. Do you ask questions and learn?	
21. Do you feel free to be creative and innovate?	To find out whether members feel interpersonal threat related to creativity and innovation (West, 1990) and whether they engage in such behaviour.
22. Do you think something bad will happen if you do?	
23. Do you see any point in doing so?	
24. Do you use creativity or innovate?	
25. Do you make an extra effort for the good of the team?	To find out whether members are engaged to the team (Walters and Diab, 2016) and whether they perform extra-role behaviour as an indication of engagement (Deluga, 1994).
26. Do you see any point in doing so?	
27. Do you feel like part of the team?	
28. Do you want to stay on the team?	To find out whether members feel inclined to stay in the team or exhibit turnover intentions.
29. Why? / Why not?	