

Appendix 3. Prediction matrices

1. If psychological safety is present

Questions	Predicted answers
Do you feel free to admit a mistake?	Yes
Do you think something bad will happen if you do?	No
Do you feel free to ask for help?	Yes
Do you think something bad will happen if you do?	No
Do you feel free to ask for feedback?	Yes
Do you think something bad will happen if you do?	No
Do you feel free to voice your opinion or give suggestions?	Yes
Do you think something bad will happen if you do?	No
Do you feel free to ask questions and learn?	Yes
Do you think something bad will happen if you do?	No
Do you feel free to be creative and innovate?	Yes
Do you think something bad will happen if you do?	No

2. If all psychological safety's outcomes are achieved (perfect case)

Questions	Predicted answers
Do you feel free to admit a mistake?	Yes
Do you think something bad will happen if you do?	No
Do you see any point in doing so?	Yes
Do you admit your mistakes?	Yes
Do you feel free to ask for help?	Yes
Do you think something bad will happen if you do?	No
Do you see any point in doing so?	Yes
Do you ask for help?	Yes
Do you feel free to ask for feedback?	Yes
Do you think something bad will happen if you do?	No
Do you see any point in doing so?	Yes
Do you ask for feedback?	Yes
Do you feel free to voice your opinion or give suggestions?	Yes
Do you think something bad will happen if you do?	No
Do you think something good can come out of that?	Yes
Do you voice your opinion or give suggestions?	Yes
Do you feel free to ask questions and learn?	Yes
Do you think something bad will happen if you do?	No
Do you think something good can come out of that?	Yes
Do you ask questions and learn?	Yes
Do you feel free to be creative and innovate?	Yes
Do you think something bad will happen if you do?	No
Do you see any point in doing so?	Yes
Do you use creativity or innovate?	Yes
Do you feel as part of the team?	Yes
Do you sometimes make extra effort for the good of the team?	Yes
Do you see any point in doing so?	Yes
Do you want to stay in the team?	Yes