

## **Appendix 1**

**TableA1.** *Items removed from instrument due to a small effect size (Cohen's  $d < .5$ )*

Item wording	Cohen's $d$
Discussing the risks and consequences of alternative options	0.09
Reporting clinical incidents involving other staff	0.14
Questioning information which you believe to be incorrect	0.30
Recognising your own symptoms of acute stress in a busy clinical environment	0.30
Being open about mistakes with the team	0.30
Conveying difficult information to patients in an way they will understand	0.30
Recognising others' symptoms of stress in a busy clinical environment	0.36
Checking back that you have understood information correctly	0.36
Effectively debrief team members after a challenging situation	0.36
Sharing your thinking out loud with senior colleagues	0.37
Express uncertainty to senior colleagues	0.37
Demonstrating care and compassion when you are experiencing stress	0.40
Managing your own negative emotions at work	0.40
Involving patients and families in your decision making process	0.40
Recognising when team members are overloaded	0.40
Explaining your decision making to others	0.40