

Appendiks tilhørende bogen ”Den frygtløse organisation” af Amy C. Edmondson, Djøl Forlag 2020 (ISBN: 9788757448665), oprindeligt fra den engelske udgave, ”The Fearless Organization”, 213-215, Wiley 2019 (ISBN: 9781119477242)

Variations in survey measures to Illustrate Robustness of Psychological Safety

Source	Survey Items	Cronbach’s Alpha
Garvin, Edmondson, & Gino (2008) ¹	<ol style="list-style-type: none"> 1. In this unit, it is easy to speak up about what is on your mind. 2. If you make a mistake in this unit, it is often held against you. (R) 3. People in this unit are usually comfortable talking about problems and disagreements. 4. People in this unit are eager to share information about what <i>doesn’t</i> work as well as to share information about what does work. 5. Keeping your cards close to your chest is the best way to get ahead in this unit. (R) 	.94
Tucker, Nembhard, & Edmondson, Management Science (2007) ²	<ol style="list-style-type: none"> 1. People in this unit are comfortable checking with each other if they have questions about the right way to do something. 2. The people in our unit value others’ unique skills and talents. 3. Members of this NICU are able to bring up problems and tough issues.” 	.74
Nembhard & Edmondson (2006) ³	<ol style="list-style-type: none"> 1. People in this unit are comfortable checking with each other if they have questions about the right way to do something. 2. Members of this NICU are able to bring up problems and tough issues. 3. If you make a mistake in this unit, it is often held against you. 4. It is easy to ask other members of this unit for help. 	.73
Edmondson (1999) ⁴	<ol style="list-style-type: none"> 1. If you make a mistake on this team, it is often held against you. (R) 2. Members of this team are able to bring up problems and tough issues. 3. People on this team sometimes reject others for being different. (R) 4. It is safe to take a risk on this team. 5. It is difficult to ask other members of this 	.82

	team for help. (R) 6. No one on this team would deliberately act in a way that undermines my efforts. 7. Working with members of this team, my unique skills and talents are valued and utilized.	
--	---	--

Endnotes

1. Garvin, D. Edmondson, A., & Gino, F. "Is yours a learning organization?" *Harvard Business Review* (March 2008): 109–116.
2. Tucker, A.L., Nembhard, I.M., & Edmondson, A.C. "Implementing new practices: An empirical study of organizational learning in hospital intensive care units." *Management Science* 53.6 (2007): 894–907.
3. Nembhard, I.M. & Edmondson A.C. "Making it safe: The effects of leader inclusiveness and professional status on psychological safety and improvement efforts in health care teams." *Journal of Organizational Behavior* 27.7 (2006): 941–966.
4. Edmondson, A.C. "Psychological Safety and Learning Behavior in Work Teams." *Administrative Science Quarterly* 44.2 (1999): 350–83.