

Supplement 2 Questionnaire

1. What is your position within the NICU-team?
 - Member of the nursing staff
 - Member of the medical staff
 - Other
2. Is the use of the “feedback rules” sufficient?
(Feedback rules: be specific and to the point, describe the situation without judgement, focus on behavioural aspects, not on personal aspects)
(Strongly disagree) 1 2 3 4 5 (Strongly agree)
3. Do you think you get enough opportunity to speak?
(Strongly disagree) 1 2 3 4 5 (Strongly agree)
4. Do you feel safe enough to express yourself and to voice your opinion?
(Strongly disagree) 1 2 3 4 5 (Strongly agree)
5. Do you feel like you are contributing to improvement in care?
(Strongly disagree) 1 2 3 4 5 (Strongly agree)
6. What is your opinion in general of this video review session?
(Strong negative) 1 2 3 4 5 (Strong positive)
7. What did you learn from this session?
8. What went well during the session?
9. What are areas of improvement for the session?
10. What are perceived barriers to speak up during the session?