

Ensuring competency and safety when onboarding newly hired professional staff.

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[Psychological safety](#) is required for clinicians to ask questions as they adjust to working in new teams and environments. Part 1 of this article examines the cultural qualities enabling safe [onboarding](#) of new practitioners that encourage asking for assistance when uncertainty arises. Recommendations to encourage new hire questioning include [mentor](#) programs and scheduled supervisor conversations. Part 2 discusses the role of simulation to build skills in new staff to ensure medication safety.