

## Speaking up and taking action: psychological safety and joint problem-solving orientation in safety improvement.

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When staff feel psychologically safe, they are more likely to engage in safety behaviors such as [reporting errors](#) and asking questions. This study explored the association of psychological safety and joint-problem-solving orientation (JPS; e.g., addressing problems as a [team effort](#)) with safety improvement and intent to leave. When staff reported feeling psychologically safe, they reported lower [intent](#) to leave and higher levels of safety improvement; this association was stronger when they also reported high levels of JPS.