

Table S1. Composition of each team in the investigated variables

		Teams							
		A	B	C	D	E	F	G	H
Age	Mean	45.4	45.7	44.3	45.5	43.0	44.3	39.6	46.5
	SD	10.64	10.16	12.11	12.07	9.94	12.03	12.90	7.27
Team tenure (years)	Mean	3.5	3.2	2.6	4.2	3.2	7.5	1.9	8.7
	SD	3.87	3.97	2.31	2.15	2.35	6.98	1.73	4.70
Years of experience	Mean	17.4	17.1	13.6	19.6	19.0	18.4	14.0	22.4
	SD	9.47	10.75	10.13	10.70	10.46	11.98	12.01	6.41
Gender	Male	10	5	7	5	3	5	4	4
	Female	15	2	10	8	7	14	3	4
Professions	Nurse	16	2	9	7	5	10	2	4
	Student Nurse	1	0	2	0	0	2	0	0
	Doctor	4	3	2	2	3	4	2	2
	Occupational Therapist	0	1	0	1	0	0	0	1
	Social Worker	2	0	1	0	1	1	0	1
	Secretary	2	0	2	2	1	1	1	0
	Psychologist	0	1	1	1	0	1	2	0

Table S2. Comparison of numeric variables (age, years of experience and years of tenure) among the teams

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Age	Between Groups	270.341	7	38.620	0.308	0.949
	Within Groups	12292.008	98	125.429		
	Total	12562.349	105			
Years of experience	Between Groups	632.114	7	90.302	0.836	0.560
	Within Groups	10580.348	98	107.963		
	Total	11212.462	105			
Team tenure in years	Between Groups	474.622	7	67.803	3.919	0.001
	Within Groups	1695.423	98	17.300		
	Total	2170.045	105			

Multiple Comparisons							
Bonferroni							
Dependent Variable	(I) team	(J) team	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
age	A	B	-.31429	4.78910	1.000	-15.6952	15.0667
		C	1.10588	3.52070	1.000	-10.2014	12.4131
		D	-.13846	3.82956	1.000	-12.4377	12.1607
		E	2.40000	4.19047	1.000	-11.0583	15.8583
		F	1.08421	3.40861	1.000	-9.8631	12.0315
		G	5.82857	4.78910	1.000	-9.5524	21.2095
		H	-1.10000	4.54926	1.000	-15.7106	13.5106
	B	A	.31429	4.78910	1.000	-15.0667	15.6952
		C	1.42017	5.02957	1.000	-14.7331	17.5734
		D	.17582	5.25040	1.000	-16.6867	17.0383
		E	2.71429	5.51917	1.000	-15.0114	20.4399
		F	1.39850	4.95176	1.000	-14.5048	17.3018
		G	6.14286	5.98638	1.000	-13.0833	25.3690
		H	-.78571	5.79629	1.000	-19.4014	17.8300
	C	A	-1.10588	3.52070	1.000	-12.4131	10.2014
		B	-1.42017	5.02957	1.000	-17.5734	14.7331
		D	-1.24434	4.12632	1.000	-14.4967	12.0080

		E	1.29412	4.46330	1.000	-13.0404	15.6287
		F	-.02167	3.73894	1.000	-12.0298	11.9865
		G	4.72269	5.02957	1.000	-11.4305	20.8759
		H	-2.20588	4.80174	1.000	-17.6274	13.2157
	D	A	.13846	3.82956	1.000	-12.1607	12.4377
		B	-.17582	5.25040	1.000	-17.0383	16.6867
		C	1.24434	4.12632	1.000	-12.0080	14.4967
		E	2.53846	4.71076	1.000	-12.5909	17.6678
		F	1.22267	4.03111	1.000	-11.7239	14.1692
		G	5.96703	5.25040	1.000	-10.8954	22.8295
		H	-.96154	5.03259	1.000	-17.1245	15.2014
	E	A	-2.40000	4.19047	1.000	-15.8583	11.0583
		B	-2.71429	5.51917	1.000	-20.4399	15.0114
		C	-1.29412	4.46330	1.000	-15.6287	13.0404
		D	-2.53846	4.71076	1.000	-17.6678	12.5909
		F	-1.31579	4.37543	1.000	-15.3681	12.7366
		G	3.42857	5.51917	1.000	-14.2971	21.1542
		H	-3.50000	5.31239	1.000	-20.5615	13.5615
	F	A	-1.08421	3.40861	1.000	-12.0315	9.8631
		B	-1.39850	4.95176	1.000	-17.3018	14.5048
		C	.02167	3.73894	1.000	-11.9865	12.0298
		D	-1.22267	4.03111	1.000	-14.1692	11.7239
		E	1.31579	4.37543	1.000	-12.7366	15.3681
		G	4.74436	4.95176	1.000	-11.1590	20.6477
		H	-2.18421	4.72018	1.000	-17.3438	12.9754
	G	A	-5.82857	4.78910	1.000	-21.2095	9.5524
		B	-6.14286	5.98638	1.000	-25.3690	13.0833
		C	-4.72269	5.02957	1.000	-20.8759	11.4305
		D	-5.96703	5.25040	1.000	-22.8295	10.8954
		E	-3.42857	5.51917	1.000	-21.1542	14.2971
		F	-4.74436	4.95176	1.000	-20.6477	11.1590
		H	-6.92857	5.79629	1.000	-25.5442	11.6871
	H	A	1.10000	4.54926	1.000	-13.5106	15.7106
		B	.78571	5.79629	1.000	-17.8300	19.4014
		C	2.20588	4.80174	1.000	-13.2157	17.6274
		D	.96154	5.03259	1.000	-15.2014	17.1245
		E	3.50000	5.31239	1.000	-13.5615	20.5615
		F	2.18421	4.72018	1.000	-12.9754	17.3438
		G	6.92857	5.79629	1.000	-11.6871	25.5442
Years of experience	A	B	.25714	4.44317	1.000	-14.0128	14.5271
		C	3.81176	3.26638	1.000	-6.6787	14.3023
		D	-2.21538	3.55293	1.000	-13.6262	9.1954

	E	-1.60000	3.88777	1.000	-14.0862	10.8862
	F	-.96842	3.16240	1.000	-11.1249	9.1881
	G	3.40000	4.44317	1.000	-10.8699	17.6699
	H	-4.97500	4.22065	1.000	-18.5303	8.5803
B	A	-.25714	4.44317	1.000	-14.5271	14.0128
	C	3.55462	4.66626	1.000	-11.4318	18.5410
	D	-2.47253	4.87115	1.000	-18.1170	13.1719
	E	-1.85714	5.12050	1.000	-18.3024	14.5881
	F	-1.22556	4.59407	1.000	-15.9801	13.5290
	G	3.14286	5.55396	1.000	-14.6945	20.9803
	H	-5.23214	5.37760	1.000	-22.5031	12.0388
C	A	-3.81176	3.26638	1.000	-14.3023	6.6787
	B	-3.55462	4.66626	1.000	-18.5410	11.4318
	D	-6.02715	3.82826	1.000	-18.3222	6.2679
	E	-5.41176	4.14090	1.000	-18.7109	7.8874
	F	-4.78019	3.46886	1.000	-15.9210	6.3606
	G	-.41176	4.66626	1.000	-15.3982	14.5747
	H	-8.78676	4.45490	1.000	-23.0943	5.5208
D	A	2.21538	3.55293	1.000	-9.1954	13.6262
	B	2.47253	4.87115	1.000	-13.1719	18.1170
	C	6.02715	3.82826	1.000	-6.2679	18.3222
	E	.61538	4.37048	1.000	-13.4211	14.6519
	F	1.24696	3.73993	1.000	-10.7644	13.2583
	G	5.61538	4.87115	1.000	-10.0291	21.2598
	H	-2.75962	4.66906	1.000	-17.7550	12.2358
E	A	1.60000	3.88777	1.000	-10.8862	14.0862
	B	1.85714	5.12050	1.000	-14.5881	18.3024
	C	5.41176	4.14090	1.000	-7.8874	18.7109
	D	-.61538	4.37048	1.000	-14.6519	13.4211
	F	.63158	4.05937	1.000	-12.4057	13.6689
	G	5.00000	5.12050	1.000	-11.4453	21.4453
	H	-3.37500	4.92865	1.000	-19.2041	12.4541
F	A	.96842	3.16240	1.000	-9.1881	11.1249
	B	1.22556	4.59407	1.000	-13.5290	15.9801
	C	4.78019	3.46886	1.000	-6.3606	15.9210
	D	-1.24696	3.73993	1.000	-13.2583	10.7644
	E	-.63158	4.05937	1.000	-13.6689	12.4057
	G	4.36842	4.59407	1.000	-10.3861	19.1230
	H	-4.00658	4.37922	1.000	-18.0711	10.0580
G	A	-3.40000	4.44317	1.000	-17.6699	10.8699
	B	-3.14286	5.55396	1.000	-20.9803	14.6945
	C	.41176	4.66626	1.000	-14.5747	15.3982

Team tenure in years	H	D	-5.61538	4.87115	1.000	-21.2598	10.0291
		E	-5.00000	5.12050	1.000	-21.4453	11.4453
		F	-4.36842	4.59407	1.000	-19.1230	10.3861
		H	-8.37500	5.37760	1.000	-25.6460	8.8960
		A	4.97500	4.22065	1.000	-8.5803	18.5303
		B	5.23214	5.37760	1.000	-12.0388	22.5031
		C	8.78676	4.45490	1.000	-5.5208	23.0943
		D	2.75962	4.66906	1.000	-12.2358	17.7550
	A	E	3.37500	4.92865	1.000	-12.4541	19.2041
		F	4.00658	4.37922	1.000	-10.0580	18.0711
		G	8.37500	5.37760	1.000	-8.8960	25.6460
		B	.32619	1.77862	1.000	-5.3861	6.0385
		C	.94804	1.30754	1.000	-3.2513	5.1474
		D	-.70128	1.42225	1.000	-5.2691	3.8665
		E	.28333	1.55629	1.000	-4.7149	5.2816
		F	-4.00132	1.26592	.059	-8.0670	0.0644
	B	G	1.58810	1.77862	1.000	-4.1242	7.3004
		H	-5.16042	1.68954	0.081	-10.5866	0.2658
		A	-.32619	1.77862	1.000	-6.0385	5.3861
		C	.62185	1.86792	1.000	-5.3773	6.6210
		D	-1.02747	1.94994	1.000	-7.2900	5.2350
		E	-.04286	2.04975	1.000	-6.6260	6.5402
		F	-4.32751	1.83902	0.577	-10.2338	1.5788
		G	1.26190	2.22327	1.000	-5.8785	8.4023
	C	H	-5.48661	2.15267	0.346	-12.4002	1.4270
		A	-.94804	1.30754	1.000	-5.1474	3.2513
		B	-.62185	1.86792	1.000	-6.6210	5.3773
		D	-1.64932	1.53246	1.000	-6.5711	3.2724
		E	-.66471	1.65761	1.000	-5.9884	4.6590
		F	-4.94936*	1.38860	0.016	-9.4090	-0.4897
		G	.64006	1.86792	1.000	-5.3591	6.6392
		H	-6.10846*	1.78331	0.025	-11.8358	-0.3811
	D	A	.70128	1.42225	1.000	-3.8665	5.2691
		B	1.02747	1.94994	1.000	-5.2350	7.2900
		C	1.64932	1.53246	1.000	-3.2724	6.5711
		E	.98462	1.74952	1.000	-4.6342	6.6035
		F	-3.30003	1.49711	0.836	-8.1082	1.5082
		G	2.28938	1.94994	1.000	-3.9731	8.5519
		H	-4.45913	1.86904	0.531	-10.4618	1.5436
	E	A	-.28333	1.55629	1.000	-5.2816	4.7149
		B	.04286	2.04975	1.000	-6.5402	6.6260
		C	.66471	1.65761	1.000	-4.6590	5.9884

F	D	-0.98462	1.74952	1.000	-6.6035	4.6342
	F	-4.28465	1.62498	0.273	-9.5035	0.9342
	G	1.30476	2.04975	1.000	-5.2783	7.8879
	H	-5.44375	1.97296	0.194	-11.7802	0.8927
	A	4.00132	1.26592	0.059	-0.0644	8.0670
	B	4.32751	1.83902	0.577	-1.5788	10.2338
	C	4.94936*	1.38860	0.016	0.4897	9.4090
	D	3.30003	1.49711	0.836	-1.5082	8.1082
G	E	4.28465	1.62498	0.273	-0.9342	9.5035
	G	5.58941	1.83902	0.085	-0.3169	11.4957
	H	-1.15910	1.75302	1.000	-6.7892	4.4710
	A	-1.58810	1.77862	1.000	-7.3004	4.1242
	B	-1.26190	2.22327	1.000	-8.4023	5.8785
	C	-0.64006	1.86792	1.000	-6.6392	5.3591
	D	-2.28938	1.94994	1.000	-8.5519	3.9731
	E	-1.30476	2.04975	1.000	-7.8879	5.2783
H	F	-5.58941	1.83902	0.085	-11.4957	0.3169
	H	-6.74851	2.15267	0.064	-13.6621	0.1651
	A	5.16042	1.68954	0.081	-0.2658	10.5866
	B	5.48661	2.15267	0.346	-1.4270	12.4002
	C	6.10846*	1.78331	0.025	0.3811	11.8358
	D	4.45913	1.86904	0.531	-1.5436	10.4618
	E	5.44375	1.97296	0.194	-0.8927	11.7802
	F	1.15910	1.75302	1.000	-4.4710	6.7892
	G	6.74851	2.15267	0.064	-0.1651	13.6621

*. The mean difference is significant at the 0.05 level. **(In bold)**