

Additional file 1. Correlations between anticipated behaviors in a hypothetical situation and speaking up-related behavior

Anticipated behaviors in a hypothetical situation	Speaking up-related behavior		
	Perceived concerns	Withholding voice	Speaking up
	r (p)		
Realistic	0.13 (0.018)	0.19 (0.001)	-0.09 (0.121)
Risk of harm	0.04 (0.494)	-0.14 (0.016)	0.07 (0.193)
Likelihood of speaking up	-0.07 (0.210)	-0.26 (<0.001)	0.21 (<0.001)
Discomfort	0.21 (<0.001)	0.27 (<0.001)	-0.09 (0.096)