

## SP2.2.8

## Teams, performance, and trust: a perspective from the vanguard

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**Aims:** The aim of this study was to determine surgical trainees' perspective regarding team environment, function, performance, and trust.

**Methods:** A 44-point, anonymous survey was distributed to all doctors working in surgery in a single UK Statutory Education Body with responses received from 116 (n=17 Foundation Year 1 (FY1), n=50 Senior House Officer (SHO), n=49 Specialist Registrar (SpR)).

**Results:** Psychological safety was associated with trainee grade; SHO perception of support (60.4%, n=29), FY1 (88.2%, n=15), SpR (82.4%, n=42),  $p=0.016$ ; and ability to ask for help: SHO (70.8%, n=34), FY1 (100.0%, n=17), SpR (92.2%, n=47  $p=0.043$ ). Dependability among colleagues was perceived to be poorer by women (69.8%, n=30) than men (87.5%, n=63,  $p=0.009$ ). Clarity of team structure was associated with grade and perceived to be poor by SHOs (60.4%, n=29) vs. FY1 (94.1%, n=16) vs. SpR (78.4%, n=40),  $p=0.014$ . Meaningfulness and impact of team achievement was associated with grade: SHO (68.8%, n=33) vs. FY1 (76.5%, n=13) vs. SpR (94.1%, n=48),  $p=0.005$ . Inverse correlations were observed between the prevalence of harassment/bullying and markers of psychological safety ( $\rho -0.382$ ,  $p < 0.001$ ), dependability ( $\rho -0.270$ ,  $p=0.003$ ), and clarity of team structure ( $\rho -0.355$ ,  $p < 0.001$ ).

**Conclusion:** Important deficiencies in psychological safety impacted two in five of SHOs adversely. Countermeasures (Enhanced Surgical Resilience Training) are needed to protect morale, patient safety, and clinical outcomes.