**Supplementary Table S2: Team Communication Skills**

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|  | **Team Communication Skills** | | | |
|  | **Speaker** | | **Other Team Member** | |
| **Skill** | **Example/Content** | **Skill** | **Example/Content** |
| **Trust Your Team** | Respect Contributions | “[Team member], thank you for your insights…” | Listen for positive Intent | Look for the strategic purpose to their line of inquiry |
| **Respond to Emotion** | NURSE using 3rd person | “This is a really difficult situation.” | NURSE using 3rd person | “It’s clear how hard you’re working to support these parents.” |
| **Ask for Clarification** | Invite Clarification | “Did I explain that clearly…?”  “[Team member], could you help me explain that in a better way?” | Friendly Questions | “By [jargon] do you mean [plain language]?”  “Could you explain what you think the best and worst case scenarios are?” |
| Summarize | “I think I’m hearing you say….” |
| **Make Room for Others** | Invite Participation | “[Team member], do you have anything to add?”  “[Team member], I know you’ve cared for this patient for a long time, what’s your perspective?”  Allow silence | Seek Permission | “[Team member] would it be alright if I add something?” |
| Politely Interrupt | “[Team member] would you mind if I go back to…” |