**Survey Instrument**

To be administered electronically through the Texas State University-San Marcos MRInterview application.

SCREEN 1

Consent Form

This research study is being conducted to investigate the potential relationship(s) between early careerist healthcare administration competency and personality type. You have been chosen to participate in this study because of your inclusion into one of the following BHA comprehensive exit examination semesters: Fall 2009, Spring 2010, and Fall 2010. There is no compensation for participating in this survey. Your participation is voluntary and you may withdraw from the study at any time without prejudice or jeopardy to your standing with the University.

The survey consists of a standardized personality inventory (NEO-FFI), where you will be asked to mark each item on a scale from STRONGLY DISAGREE through STRONGLY AGREE. Additionally, two questions related to early careerists in healthcare administration will be presented and you will be asked to select the most appropriate answer. The entire survey is estimated to take 10-15 minutes to complete. You may choose not to answer any question(s) for any reason.

Personality will be assessed in the following manner: NEO-FFI personality inventory.

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In addition to this survey, your individual competency in healthcare administration will be assessed in the following manner:

1. Individual academic GPA while at Texas State University-San Marcos.
2. Individual grades in Healthcare Administration courses.
3. Individual performance on the BHA comprehensive exit examination.

Statement of Confidentiality: all individual-specific data obtained from this study will remain confidential. Your individual personality characteristics, as well as academic data will not be disclosed and will remain properly secured throughout the duration of the study in my office at Texas State University-San Marcos.

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IRB approval number: 2010B7811

Questions about the research, research participants’ rights, and/or research-related injuries to participants should be directed to the IRB chair, Dr. Jon Lasser (512-245-3413 – [lasser@txstate.edu](mailto:lasser@txstate.edu)), or to Ms. Becky Northcut, Compliance Specialist (512-245-2102).

Please check the appropriate box below to continue:

I fully understand this consent form and its contents and agree to participate in this survey. I understand that participation in this study is optional and that my individual confidentiality will be upheld.

* I consent to this survey (please print this Consent Form for your records and click to continue the survey).
* I do not consent to this survey (click to end survey).

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Thank you for your time and please take your time to complete the survey accurately.

Please enter the following information:

First name:

Last name:

Contact phone number if further clarification required:

SCREEN 3 – 7

NEO-FFI personality inventory (60 items, 12 items per screen). Please see attachment for all 60 NEO-FFI items.

Likert Scale: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree

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Please select the option below that best summarizes your prior work/volunteer experience in the healthcare field at the time you took the BHA comprehensive exit examination (not necessarily healthcare administration experience):

* No prior healthcare experience.
* 1-2 years of prior healthcare experience.
* 3-5 years of prior healthcare experience.
* 5-10 years of prior healthcare experience.
* 10 years of prior healthcare experience.

A professional mentor is defined as an individual that serves as either a formal or informal resource to you as an early careerist healthcare administrator. Typically, the mentorship role includes frequent meetings or regular conversations to discuss current management objectives, as well as overall career progress. Please select the option below that best describes your possible professional relationship with an official or unofficial mentor in the field of healthcare administration:

* I currently DO have a professional mentor in the field of healthcare administration that meets this definition above.
* I currently DO NOT have a professional mentor in the field of healthcare administration that meets this definition above.

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Thank you for participating in this survey and your time. If you would like a summary of the findings from this study once completed, please email Professor Lieneck at [clieneck@txstate.edu](mailto:clieneck@txstate.edu).