Our work site					A A A
Dear Colleague					
As colleagues in our organization, we are conta	cting you to com	olete this s	urvey to help the	function of ou	r clinic.
Participation will take about 5 minutes. No iden anonymous. The survey is below	tifiable informati	on will be	collected about yo	ou, and the sur	vey is
There are no personal benefits or risks to partic the survey at any time.	ipating in this stu	udy. Partici	pation is voluntar	y, and you can	stop taking
If you have any questions, please contact rbadg	ett@kumc.edu				
Thank you for your time,					
contact name goes here @kumc.edu					
Survey sources (this field is not dis	played on the su	ırvey)			
Section 1. Workforce states					
NHS Staff Surveys: See 'Core Question • Engagement questions benchma		www.nhsst	:affsurveys.com/s	<u>urvey-docume</u>	nts/
American Psychiatric Association (AP/		ana oralta	nice/worknlace		
Engagement questions benchma		.ара.огд/сс	<u>эргсэг wor кргасе</u>		
Thriving					
 Porath and Spreitzer, 2012 (perr Leykum, 2011 	nission required)				
Proactive					
FEVSFuller, 2006 (permission required)	d)				
General Social Survey (University of C	hicago) at https:/	//gss.norc.o	org/Pages/quality	of-worklife.as	<u>)x</u>
Work satisfaction benchmarks					
Section 2. Antecedents					
AHRQ SOPS - https://www.ahrq.gVarious original studies	g <u>ov/sops/</u>				
Section3, managers					
 https://rework.withgoogle.com/e feedback-with-the-team (Terms) 		ers-give-fe	edback-to-manag	ers#have-mar	nagers-share-
reedback-with-the-team (Terms)	or usage lirik)				
1. Please answer the following questions abo	out yourself at w	ork over	the last 12 mont	hs	
Using your own definition of "burn	out," please cho	oose 🔾	I enjoy my work.	I have no svm	ptoms of
one of the answers below.			burnout.		
		0	I am under stres as much energy		
			burned out. I am definitely b	urnt out and h	ave one or
			more symptoms emotional exhau	of burnout, e. ustion.	g.,
		0	The symptoms of experiencing wo		
			work frustration		am at the
			point where I ma		
 I look forward to going to work. 	Never	Rarely	Sometimes	Often	Always
3) I am enthusiastic about my job.	0	0	0	0	0
Time passes quickly when I am working	0	0	0	0	0
5) On the whole, how satisfied are yo	II with the world				
you do?	a with the Work	_	Very satisfied Somewhat satisf	ied	
		0	Not too satisfied		
		0	Not at all satisfie		
		0			
	Change	0	Not at all satisfied Don't know	d	Strongly
6) I am constantly looking for ways to	Strongly agree	0	Not at all satisfie		Strongly disagree
do my job better	0	Agree	Not at all satisfied Don't know Neutral	Disagree	disagree
	_	Agree	Not at all satisfied Don't know	Disagree	disagree
do my job better 7) I recommend my organization as a	0	Agree	Not at all satisfie Don't know Neutral	Disagree	disagree
do my job better 7) I recommend my organization as a good place to work	out you and you	Agree	Not at all satisfied Don't know Neutral	Disagree	disagree
do my job better 7) I recommend my organization as a good place to work	out you and you	Agree	Not at all satisfie Don't know Neutral	Disagree	disagree

	I get all the important information I	0	0	0	0	0
10)	need to do my work. Our work site trains staff when new	0	0	0	0	0
11)	processes are put into place Our work site makes sure staff get	0	0	0	0	0
	the on-the-job training they need					0
12)	My organization has frequent interactions with outside organizations (eg. other hospitals an professional associations) to acquire new knowledge on how to improve care.		O	0	0	0
				Neither Agree		Strongly
13)	In this office, we treat each other	Strongly agree	Agree	or Disagree	Disagree	disagree
13)	with respect.				O	O
14)	This office emphasizes teamwork when taking care of patients.	0	0	0	0	0
15)	When someone in this office gets really busy, others help out	0	0	0	0	0
		Caucagly agree	Адиоо	Neutral	Disagree	Strongly disagree
16)	We are encouraged to come up with ideas for more efficient ways to do our work.	Strongly agree	Agree	Neutral	O	disagree
17)	We are involved in making decisions	0	0	0	0	0
18)	about changes to our work processes We are given opportunities to try out		0	0	0	0
	solutions to workflow problems.					
40)	Staff are encouraged to overses	Never	Rarely	Sometimes	Often	Always
19)	Staff are encouraged to express alternative viewpoints in this office	0	0	0	0	0
				Neither Agree	Dies	Strongly
20)	We have enough staff to handle our patient load	Strongly agree	Agree	or Disagree	Disagree	disagree
21)	We have problems with workflow in this office	0	0	0	0	0
						Strongly
22)	I am able to deliver the care I aspire	Strongly agree	Agree	Neutral	Disagree	disagree
23)	to. My job activities are personally	0	0	0	0	0
	meaningful to me.					Strongly
		Strongly agree		Neutral	Disagree	disagree
24)	Management takes a positive interest in my health and well-being.	0	0	O	0	0
25)	Communication between senior management and staff is effective.	0	0	0	0	0
		Do not Know/Cannot Choose		Somewhat About a less than much a you deserve you dese	as more than	than you
26)	How fair is what you earn on your jol in comparison to others doing the same type of work you do?	• 0	0	0 0	0	0
	your manager (this section taken d s) If we use this, we need to verify v				or propose dro	p/add
						Strongly
27)	I would recommend my manager to	Strongly agree	Agree	Neutral	Disagree	disagree
	others.					
28)	My manager assigns stretch opportunities to help me develop in my career.	0	0	0	0	0
29)	My manager communicates clear	0	0	0	0	0
30)	goals for our team					
		0	0	0	0	0
31)	My manager gives me actionable		0	0	0	0
	My manager gives me actionable feedback on a regular basis My manager provides the autonomy need to do my job (i.e., does not "micro-manage" by getting involved in details that should be handled at					0
	My manager gives me actionable feedback on a regular basis My manager provides the autonomy need to do my job (i.e., does not "micro-manage" by getting involved in details that should be handled at other levels) My manager consistently shows consideration for me as a person	0	0	0	0	0 0
32)	My manager gives me actionable feedback on a regular basis My manager provides the autonomy need to do my job (i.e., does not "micro-manage" by getting involved in details that should be handled at other levels) My manager consistently shows consideration for me as a person My manager keeps the team focused on priorities, even when it's difficult (e.g., declining or deprioritizing other	0	0	0	0	0 0

	My manager has had a meaningful discussion with me about my career development in the past six months	0	0	0	0	0
36)	My manager has the technical expertise (e.g., technical judgment in Tech, selling in Sales, accounting in Finance) required to effectively manage me	0	0	0	0	0
37)	The actions of my manager show they value the perspective I bring to the team, even if it is different from their own	0	0	0	0	0
38)	My manager makes tough decisions effectively (e.g., decisions involving multiple teams, competing priorities)	0	0	0	0	0
39)	My manager effectively collaborates across boundaries (e.g., team, organizational)	0	0	0	0	0
40)	What would you recommend your n doing?	nanager keep				
41)	What would you have your manager	r change?				
4 Would	you like more control over your work	?				
42)	What decision-making authority, if y to have, would make your job easier		ed			
	This may be day-to-day decisions, or changes to our workflows	decisions abou	it			
43)	What information will you need, per make these decisions well?	rhaps ongoing, t	ю .			
Please te	ell us about yourself:					
	ell us about yourself: What gender do you identify with?		○ C We an	emale other e asking this quest st burnout occurs		
44)		th patients as p	F C C We arr sugge workf	emale other e asking this quest st burnout occurs orce. requently occasionally		
44)	What gender do you identify with? Do you have face-to-face contact wi	th patients as p	F C C We are sugges workf	emale other e asking this quesist burnout occurs requently occasionally lo HC Internal Me aculty clinic) U Pediatrics U Psychiatry U Wichita Gastr lidtown	more frequently	in the female
44) 45) 46)	What gender do you identify with? Do you have face-to-face contact wi of your job?	th patients as p	F C C C C C C C C C	emale other e asking this quesist burnout occurs requently occasionally lo HC Internal Me aculty clinic) U Pediatrics U Psychiatry U Wichita Gastr lidtown	more frequently dicine (resider roenterology n w physician in oxider	in the female
44) 45) 46)	What gender do you identify with? Do you have face-to-face contact wi of your job? At which site are you employed?		F C C C C C C C C C	emale other e asking this quesist burnout occurs requently occasionally to HC Internal Me aculty clinic) U Pediatrics U Psychiatry U Wichita Gaste lidtown IPA Admin other aculty physiciar esident or fello other clinical sta	more frequently dicine (resider roenterology n w physician in oxider	in the female