### Make 'EM Well: Phase 2- Rewards and Recognition

Your thoughtful input will be used to make positive change in our department!

If you have additional responses that you think of after closing the survey, email me and I will manually add. The more input the better.

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
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</thead>
<tbody>
<tr>
<td>1) Do you feel internal reward from providing patient care?</td>
<td>Never, Rarely, Sometimes, Very Often, Always, Not applicable</td>
</tr>
<tr>
<td>2) Do you feel internal reward from teaching?</td>
<td>Never, Rarely, Sometimes, Very Often, Always, Not applicable</td>
</tr>
<tr>
<td>3) Do you feel internal reward from administrative duties?</td>
<td>Never, Rarely, Sometimes, Very Often, Always, Not applicable</td>
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<tr>
<td>4) What do you think needs to be recognized and/or celebrated externally (by the department/administration)? eg: wins, data, publications, personal,...</td>
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<tr>
<td>5) Does external recognition/reward occur in our department?</td>
<td>Never, Rarely, Sometimes, Very Often, Always</td>
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<tr>
<td>6) If so, how does that recognition and reward occur?</td>
<td></td>
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<tr>
<td>7) Does recognition and rewards matter to you? Why or why not?</td>
<td></td>
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<tr>
<td>8) List examples of MEANINGFUL rewards and recognition programs that you WOULD LIKE to occur.</td>
<td></td>
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<tr>
<td>9) What helps make a good day at work ACADEMICALLY?</td>
<td></td>
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<tr>
<td>10) What helps make a good day at work CLINICALLY?</td>
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</tbody>
</table>
11) What helps make a good day at work ADMINISTRATIVELY?


12) What is the best part of your work?


13) What matters to you most in daily work?


14) Do you feel underpaid?  
   ○ Yes  
   ○ No

15) Do you feel undervalued/devalued/disregarded?  
   ○ Never  
   ○ Rarely  
   ○ Sometimes  
   ○ Very Often  
   ○ Always

16) By whom and how do you feel undervalues/devalued/disregarded?


17) What gets in the way of a good day at work/what makes a bad day/what frustrates you?


18) Do you feel supported by ED administration?  
   ○ Never  
   ○ Rarely  
   ○ Sometimes  
   ○ Very Often  
   ○ Always

19) Do you feel supported by hospital administration?  
   ○ Never  
   ○ Rarely  
   ○ Sometimes  
   ○ Very Often  
   ○ Always

20) Do you feel your ED leaders listen to you?  
   ○ Never  
   ○ Rarely  
   ○ Sometimes  
   ○ Very Often  
   ○ Always

21) Do you feel your hospital leaders listen to you?  
   ○ Never  
   ○ Rarely  
   ○ Sometimes  
   ○ Very Often  
   ○ Always