

Department of Medicine Thriving Culture survey

Thank you for participating in the Department of Medicine Thriving Culture survey. This survey has 39 questions total and will take less than 10 minutes to complete. The survey responses are anonymous and will be reviewed in a deidentified way only to inform ongoing strategic objectives of the Department. We may also disseminate results in meetings or relevant journals; however, these results will be reported in aggregate and information about individual participants will be kept private.

The following questions ask about your experience with work.

	Strongly Disagree	Slightly Disagree	Neutral	Slightly Agree	Strongly Agree
I have a chance to use my strengths every day at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I am thriving at my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I am making a meaningful difference at my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am often pleasantly fascinated by things that happen at my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Emotional Thriving Score

(mean)

Thriving Y/N

	Strongly Disagree	Slightly Disagree	Neutral	Slightly Agree	Strongly Agree
I always bounce back quickly after difficulties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always find a solution when something unforeseen happens.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can adapt to events in my life that I cannot influence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mood reliably recovers after frustrations and setbacks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Emotional Recovery Score

(mean)

Recovery Y/N

Strongly Disagree	Slightly Disagree	Neutral	Slightly Agree	Strongly Agree
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Questions used to define Burnout

Events from this work setting affect my life in an emotionally unhealthy way.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel burned out from my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel fatigued when I get up in the morning and have to face another day on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel frustrated by my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am working too hard.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Burnout Score

_____ (mean)

Burnout Y/N

Workplace Environment Questions

With regard to the following questions, please answer from the perspective of your experience within the part of the Department of Medicine where you spend the majority of your time.

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
We have enough staff to handle the workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Feel free to include additional comments regarding management of the workload in your local setting.

Open-Ended Question, included in Qualitative Analysis

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
Our work culture allows people to pursue fulfillment outside of work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
Mistakes have led to positive changes here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
Our culture makes it easy to learn from the mistakes of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
I have an outlet at work to discuss professional stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Today	Within the last week	Within the last month	Within the last 6 months	
A work colleague has explicitly recognized the value of my contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
The people I work with care about me as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have a "we are in it together" attitude.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
Being part of the Department of Medicine is a source of professional pride.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How likely is it that you would recommend working within the Department of Medicine to a friend or colleague?

0-Not at all likely 100-Extremely likely

(Place a mark on the scale above)

In the above question, What would it take for you to make (or maintain) your rating to "extremely likely"?

Open-Ended Question, included in Qualitative Analysis

What is the most important contributor to you thriving every day at work?

Open-Ended Question, included in Qualitative Analysis

Demographics

I identify as:

- Man (He, him)
- Woman (She, her)
- Non-binary (They, them)
- Not Listed/ Prefer to Self-Describe
- Prefer not to answer

Please Specify Other:

Where do you work?

- Anschutz Medical Campus
- Veterans Affairs
- Denver Health
- National Jewish
- Presbyterian/St. Lukes
- Other

Please specify other:

How many years have you worked in the Department of Medicine? (can include years in training through DOM)

- 0-3 years
- 3-5 years
- 5-10 years
- >10 years



Which of the following best describes your role?

- Resident
- Fellow
- PhD candidate/Post-Doc/PhD
- Clinician MD/DO/APP
- MD/PHD Faculty
- Physician Scientist
- Research assistant
- Lab personnel
- Admin
- Other

Please specify other:

In what realm do you spend a majority of your time?

- Clinical
- Research
- Admin

Which Division are you a part of?

- Allergy and Clinical Immunology
- Biomedical Informatics and Personalized Medicine
- Cardiology
- Clinical Pharmacology and Toxicology
- Endocrinology, Metabolism, and Diabetes
- Gastroenterology and Hepatology
- General Internal Medicine
- Geriatric Medicine
- Health Care Policy and Research
- Hematology
- Hospital Medicine
- Infectious Diseases
- Medical Oncology
- Pulmonary Sciences and Critical Care
- Renal Diseases & Hypertension
- Rheumatology

What is your rank?

- Instructor
- Assistant Professor
- Associate Professor
- Professor
- Not Applicable

Do you have a mentor?

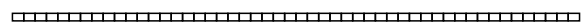
- Yes
- No

Are you a mentor?

- Yes
- No

How likely would you recommend working under your direct leadership to your colleagues?

Extremely unlikely Extremely likely



(Place a mark on the scale above)

Are you a part of (Check all that apply)...

- Ballint Group
- Compass Group
- Provider Wisdom
- HUB Workspace
- Other

Please specify:

What well-being campaigns would you like to see adopted by the Department of Medicine?

Open-Ended Question, included in Qualitative Analysis

This survey is anonymous, but in order to correlate future survey responses, please provide the last two letters of your mother's first name and the house number of your childhood address (ie. For Mary Smith, 1004 S Dale Drive, RY1004)
