

Appendix: Survey Items

Please review these definitions briefly and refer back to them as needed during the survey:

- **Unprofessional behavior:** Personal conduct that demonstrates disrespect or lack of compassion, commitment to ethical principles, integrity, or accountability to patients or coworkers.
- **Clinical area:** Your overall **inpatient** residency training environment.
- **Speaking up:** Stating concerns instead of saying nothing
- **Patient safety:** Freedom from accidental or preventable injuries produced by medical care.
- **Patient safety breach:** An act or omission that unnecessarily increases the risk of accidental or preventable injuries produced by medical care.

Instructions: Please review the following hypothetical scenarios and answer the following questions.

A. You are talking with your patient in their hospital room when a clinician comes in to place a central catheter (e.g., PICC or Internal Jugular Central Line) on the patient. The clinician sets up the supplies and prepares the patient. The clinician puts on a sterile gown and sterile gloves. Without noticing, the clinician then places a gloved hand on a non-sterile part of the bedside ultrasound machine and proceeds to grab the catheter, preparing to place the line.

1. **How inclined would you be to speak up about the breach in sterile technique if the clinician was a(n):**

	Not At All <u>Likely</u>	Slightly <u>Likely</u>	Moderately <u>Likely</u>	Very <u>Likely</u>	Completely <u>Likely</u>
a. Nurse?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Intern?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Resident?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Attending?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. **What is the potential for harm to the patient in this situation?**

- Very Low Low Moderate High Very High

B. You are rounding on new critically-ill admissions to ICU. A member of your team is starting their shift and has not previously cared for these patients. The team member appears distracted on rounds. They have been looking down at their phone and texting throughout the first two patient presentations and have not participated in the discussion of either patient. The texting is not patient related.

1. **How inclined would you be to speak up about the healthcare provider's lack of attention during rounds if the provider was a(n):**

	Not At All <u>Likely</u>	Slightly <u>Likely</u>	Moderately <u>Likely</u>	Very <u>Likely</u>	Completely <u>Likely</u>
a. Nurse?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

b. Intern?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Resident?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Attending?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. **What is the potential for harm in this situation if the distracted provider is a(n):**

	<u>Very Low</u>	<u>Low</u>	<u>Moderate</u>	<u>High</u>	<u>Very High</u>
a. Nurse?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Intern?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Resident?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Attending?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: Please answer the following questions about your last month on an inpatient service.

Unprofessional behavior refers to personal conduct that demonstrates disrespect or lack of compassion, commitment to ethical principles, integrity, or accountability to patients or coworkers.

Examples include but are not limited to: making fun of colleagues, patients, or students; "celebrating" a blocked admission that would have been appropriate for your service; discussing patient information in public spaces; documenting things that were not done (e.g., documenting physical findings not personally obtained); reporting patient information (e.g., labs) as normal when uncertain of the true results.

Patient safety breach refers to an act or omission that unnecessarily increases the risk of accidental or preventable injuries produced by medical care.

Examples include but are not limited to: unrecognized contamination of a sterile field; failure to adhere to contact precautions or proper hand hygiene; disregarding drug interaction warnings without adequate knowledge of risk involved; performing or supervising a procedure when inadequately prepared or trained to do so; disregarding safety rules (e.g., procedural time out); incomplete pass off between providers.

1. During your last month on an inpatient service, how many times did you:	<u>0</u>	<u>1-2</u>	<u>3-4</u>	<u>5-6</u>	<u>≥6</u>
a. Observe unprofessional behavior?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Discuss the unprofessional behavior you observed with the person(s) involved?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Observed a patient safety breach?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Discussed the patient safety breach you observed with the person(s) involved?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: Please answer the following questions about factors that impede and facilitate speaking up.

1. **What factors present the biggest barriers to speaking up when you observe:**

**a. Unprofessional behavior?
(check all that apply):**

- Poor (personal) evaluation
- Getting someone else in trouble
- Alienating myself from the team
- Not an expectation in my clinical area
- Not a priority given time constraints
- Nothing would change
- Lack of anonymity
- Fear of conflict or eliciting anger
- Other (please specify): _____

**b. A patient safety breach?
(check all that apply):**

- Poor (personal) evaluation
- Getting someone else in trouble
- Alienating myself from the team
- Not an expectation in my clinical area
- Not a priority given time constraints
- Nothing would change
- Lack of anonymity
- Fear of conflict or eliciting anger
- Other (please specify): _____

2. **Which of the following are most likely to facilitate you speaking up when you observe:**

**a. Unprofessional behavior?
(check all that apply):**

- Communication skills training
- Greater commitment from leadership
- Anonymous mechanism for reporting unprofessional behavior
- Greater protection from retaliation on evaluations
- Evidence that it results in meaningful change
- Institutional recognition of exemplary professionalism
- Other (please specify): _____

**b. A patient safety breach?
(check all that apply):**

- Communication skills training
- Greater commitment from leadership
- Anonymous mechanism for reporting patient safety breaches
- Greater protection from retaliation on evaluations
- Evidence that it results in meaningful change
- Institutional recognition of exemplary safety behavior
- Other (please specify): _____

Instructions: Please indicate the extent of your agreement or disagreement with each of the following statements. Please consider your overall inpatient residency experience when answering these questions.

	<u>Strongly Disagree</u>	<u>Slightly Disagree</u>	<u>Neutral</u>	<u>Slightly Agree</u>	<u>Strongly Agree</u>
1. Speaking up about <u>unprofessional behavior</u> is important for patient safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The <u>unprofessional behavior</u> of providers on other healthcare teams in my clinical area is none of my business.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Speaking up about <u>unprofessional behavior</u> results in meaningful change in my clinical area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. In my clinical area, it is difficult to speak up if I observe <u>unprofessional behavior</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The culture in my clinical area makes it easy to speak up about <u>unprofessional behavior</u> that does not involve me or my patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. In my clinical area, I observe others speaking up about <u>unprofessional behavior</u> even if it does not involve them or their patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I am encouraged by my colleagues to speak up about <u>unprofessional behavior</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I am not responsible for the <u>safety of patients</u> on other healthcare teams.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Speaking up about <u>patient safety</u> concerns results in meaningful change in my clinical area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. In my clinical area, it is difficult to speak up if I have a <u>patient safety</u> concern.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. The culture in my clinical area makes it easy to speak up about a <u>patient safety</u> concern that does not involve me or my patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. In my clinical area, I observe others speaking up about <u>patient safety</u> concerns even if they are not directly involved in the patient's care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I am encouraged by my colleagues to speak up about <u>patient safety</u> concerns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: Please indicate the extent of your agreement or disagreement with each of the following statements. Please consider your overall inpatient residency experience when answering these questions.

	<u>Strongly Disagree</u>	<u>Slightly Disagree</u>	<u>Neutral</u>	<u>Slightly Agree</u>	<u>Strongly Agree</u>
1. Nurse input is well received in my clinical area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. In my clinical area, it is difficult to speak up if I perceive a problem with patient care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Disagreements in my clinical area are resolved appropriately (i.e., not <i>who</i> is right, but <i>what</i> is best for the patient).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I have the support I need from other personnel to care for patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. It is easy for personnel here to ask questions when there is something that they do not understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The physicians and nurses here work together as a well-coordinated team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I would feel safe being treated here as a patient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Medical errors are handled appropriately in my clinical area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I know the proper channels to direct questions regarding patient safety in my clinical area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I receive appropriate feedback about my performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. In my clinical area, it is difficult to discuss errors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I am encouraged by my colleagues to report any patient safety concerns I may have.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. The culture in my clinical area makes it easy to learn from the errors of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: Please indicate the extent of your agreement or disagreement with each of the following statements.

	Strongly Disagree	Moderately Disagree	Slightly Disagree	Neither Agree Nor Disagree	Slightly Agree	Moderately Agree	Strongly Agree
1. I am determined to do the right thing for my patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. My patients and colleagues can rely on me to exemplify moral behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. When faced with ethical dilemmas in patient care, I consider how both my professional values and my personal values apply to the situation before making decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I do what is right for my patients, even if I experience opposing social pressures (e.g., opposition from senior members of the healthcare team, medical guidelines, etc).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I use a guiding set of principles from my profession to help determine the right thing to do for my patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I do what is right for my patients, even if it puts me at risk (e.g., legal risk, risk to reputation, etc).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. To avoid conflict with others, I do not bring forward ethical concerns regarding my patients' care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I follow the law regardless of whether it is the right thing to do for my patient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I do what is right for my patients because it is the ethical thing to do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I go above and beyond what is required to do what is right for my patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I can be swayed from doing the right thing for my patients by fear or anxiety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. When I do the right thing for my patients, my motives are pure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: Please answer the following demographic questions.

1. Your gender?

- Female
- Male

2. What institution is your residency program affiliated with?

- [Institution A]
- [Institution B]
- [Institution A/B]
- [Institution C]
- [Institution D]
- [Institution E]
- [Institution F]

3. What is the specialty of the residency program you are currently in?

- Medical (Includes internal medicine, med-peds, med-derm, med-genetics, med-anesthesia)
- Surgical (Includes general surgery, obstetrics and gynecology, orthopedic surgery, plastic surgery, urology)

4. What is your level of training?

- PGY-1
- PGY-2
- PGY-3
- PGY-4
- PGY-5
- PGY-6
- PGY-7 or greater

5. Have you received formal training in patient safety during residency?

- No
- Yes