

Dear Colleague

As colleagues in our organization, we are contacting you to complete this survey to help the function of our clinic.

Participation will take about 5 minutes. No identifiable information will be collected about you, and the survey is anonymous. The survey is below

There are no personal benefits or risks to participating in this study. Participation is voluntary, and you can stop taking the survey at any time.

If you have any questions, please contact [abcdefghijkl@kumc.edu](mailto:abcdefghijkl@kumc.edu)

Thank you for your time,

contact name goes here [abcdefghijkl@kumc.edu](mailto:abcdefghijkl@kumc.edu)

## Survey sources (this field is not displayed on the survey)

### Section 1. Workforce states

NHS Staff Surveys: See 'Core Questionnaire at <https://www.nhsstaffsurveys.com/survey-documents/>

- Engagement questions benchmarks

American Psychiatric Association (APA) at <https://www.apa.org/topics/workplace>

- Engagement questions benchmarks

Thriving

- Porath and Spreitzer, 2012 (permission required, not used in this version)
- Leykum, 2011

Proactive

- [FEVS, 2017](#) and [FEVS, 2023](#)
- Fuller, 2006 (permission required, not used in this version)

General Social Survey (University of Chicago) at <https://gss.norc.uchicago.edu/Pages/quality-of-worklife.aspx>

- Work satisfaction benchmarks

### Section 2. Antecedents

- AHRQ SOPS - <https://www.ahrq.gov/sops/>
- Various original studies

### Section 3. Managers

- <https://rework.withgoogle.com/en/guides/managers-give-feedback-to-managers#have-managers-share-feedback-with-the-team> ([Terms of usage link](#))

## 1. Please answer the following questions about yourself at work over the last 12 months

1) Using your own definition of "burnout," please choose one of the answers below.

- ☐ I enjoy my work. I have no symptoms of burnout.
- ☐ I am under stress, and don't always have as much energy as I did, but I don't feel burned out.
- ☐ I am definitely burnt out and have one or more symptoms of burnout, e.g., emotional exhaustion.
- ☐ The symptoms of burnout that I am experiencing won't go away. I think about work frustrations a lot.
- ☐ I feel completely burned out. I am at the point where I may need to seek help.

Never

Rarely

Sometimes

Often

Always

2)

	I look forward to going to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3)	I am enthusiastic about my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4)	Time passes quickly when I am working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5)	On the whole, how satisfied are you with the work you do?	<div><input type="radio"/> Very satisfied</div> <div><input type="radio"/> Somewhat satisfied</div> <div><input type="radio"/> Not too satisfied</div> <div><input type="radio"/> Not at all satisfied</div> <div><input type="radio"/> Don't know</div>				

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
6)	I am constantly looking for ways to do my job better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7)	Employees in my work unit consistently look for new ways to improve how they do their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8)	Employees in my work unit incorporate new ideas into their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9)	I recommend my organization as a good place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Please answer the following questions about you and your work over the last 12 months

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
10)	I am frequently taught new things by people I work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11)	I get all the important information I need to do my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12)	Our work site trains staff when new processes are put into place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13)	Our work site makes sure staff get the on-the-job training they need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14)	My organization has frequent interactions with outside organizations (eg, other hospitals and professional associations) to acquire new knowledge on how to improve care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

		Strongly agree	Agree	Neither Agree or Disagree	Disagree	Strongly disagree
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15)	In this office, we treat each other with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16)	This office emphasizes teamwork when taking care of patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17)	When someone in this office gets really busy, others help out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>
18)	We are encouraged to come up with ideas for more efficient ways to do our work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19)	We are involved in making decisions about changes to our work processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20)	We are given opportunities to try out solutions to workflow problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		<b>Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Often</b>	<b>Always</b>
21)	Staff are encouraged to express alternative viewpoints in this office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither Agree or Disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
22)	We have enough staff to handle our patient load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23)	We have problems with workflow in this office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>
24)	I am able to deliver the care I aspire to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25)	My job activities are personally meaningful to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>
26)	Management takes a positive interest in my health and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27)	Communication between senior management and staff is effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		<b>Do not Know/Cannot Choose</b>	<b>Much less than you deserve</b>	<b>Somewhat less than you deserve</b>	<b>About as much as you deserve</b>	<b>Somewhat more than you deserve</b>
28)	How fair is what you earn on your job in comparison to others doing the same type of work you do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. About your manager (this section taken directly from Google - feel free to comment or propose drop/add questions) If you use this, verify we are using this for non-profit uses (Google's terms of usage).

		Strongly agree	Agree	Neutral	Disagree	Strongly disagree
29)	I would recommend my manager to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30)	My manager assigns stretch opportunities to help me develop in my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31)	My manager communicates clear goals for our team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32)	My manager gives me actionable feedback on a regular basis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33)	My manager provides the autonomy I need to do my job (i.e., does not "micro-manage" by getting involved in details that should be handled at other levels)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34)	My manager consistently shows consideration for me as a person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35)	My manager keeps the team focused on priorities, even when it's difficult (e.g., declining or deprioritizing other projects)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36)	My manager regularly shares relevant information from their manager and senior leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37)	My manager has had a meaningful discussion with me about my career development in the past six months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38)	My manager has the technical expertise (e.g., technical judgment in Tech, selling in Sales, accounting in Finance) required to effectively manage me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39)	The actions of my manager show they value the perspective I bring to the team, even if it is different from their own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40)	My manager makes tough decisions effectively (e.g., decisions involving multiple teams, competing priorities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41)	My manager effectively collaborates across boundaries (e.g., team, organizational)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42) What would you recommend your manager keep doing?

43) What would you have your manager change?

#### 4 Would you like more control over your work?

44) What decision-making authority, if you were allowed to have, would make your job easier?

This may be day-to-day decisions, or decisions about changes to our workflows

45) What information will you need, perhaps ongoing, to make these decisions well?

#### Please tell us about yourself:

46) What gender do you identify with?

- ☐ Male  
☐ Female  
☐ Other

We are asking this question because prior studies suggest burnout occurs more frequently in the female workforce.

47) Do you have face-to-face contact with patients as part of your job?

- ☐ Frequently  
☐ Occasionally  
☐ No

48) At which site are you employed?

- ☐ Site 1  
☐ Site 2  
☐ Site 3  
☐ Site 4  
☐ Site 5

☐ Site 6

☐ Site 7

**49) Are you**

☐ Faculty physician

☐ Resident or fellow physician in training

☐ Other clinical provider

☐ Other clinical staff (Nurse/MA/other)

☐ Other staff

**50) If you answered 'other' above, please name.**

**Submit**

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