Welcome to the Hospitalist Morale Survey. The purpose of this survey is to allow your leadership team to be aware of your thoughts and opinions about the state of your hospitalist group today so that they may use that knowledge to help the group continue to improve and grow.

What is your gender?

Female

Male

Are you a:

Faculty physician

Non-faculty physician

Nurse Practitioner or Physician Assistant

How many people are in your household?

Do you have children who live with you?

How many years have you worked as a hospitalist?

How long have you worked with your current hospitalist group:

Number of years: (decimals are encouraged for greater accuracy)

What percentage of your work time is spent doing clinical work?

Do you know what is expected of you at work?

Yes

No

On the whole, are your coworkers committed to doing quality work?

Yes

No

In the past six months, has someone at work talked to you about your progress?

Yes

No

In the past month have you received praise, recognition, or thanks for doing good work?

Yes

No

How would you rate your own morale as a hospitalist in your current group?

Excellent

Very Good

Good

Fair

Poor

How would you rate your hospitalist group's morale at present?

Excellent

Very Good

Good

Fair

Poor

How invested/committed do you feel towards the goal of making your hospitalist group outstanding ("the best hospitalist group in the nation")?

Not at all

A little

A fair amount

A lot

Tremendously

Please note how much you agree or disagree with the following statements:

I see myself establishing a long-term career as a hospitalist.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

In the past three months, I have had serious thoughts about leaving my hospitalist group because I am unhappy.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

I would recommend my hospitalist group as a great group to work with.

Excellent

Very Good

Good

Fair

Poor

Hospitalist Morale Index (The items are actually in a list with two columns that have drop down choices.)

|  |
| --- |
| How much does each of the following items contribute to your morale?Not at all A little Some Very Important Tremendously importantHow content are you with each of the following items?Extremely Discontent Discontent Neutral Content Extremely Content |
|
| Ratio of patient face time to documentation/coordination time |
| Relationship with patients |
| Electronic medical system |
| Intellectual stimulation |
| Variety of cases |
| Relationship with consultants |
| Number of night shifts per schedule block |
| Daily Patient census |
| Number of shifts per schedule block |
| Fairness of leadership |
| Effectiveness of leadership |
| Leadership's receptiveness to my thoughts and suggestions  |
| Effectiveness of my group’s leaders as advocates for my and my group’s needs and interests |
| Approachability of leadership |
| Accessibility of leadership |
| Alignment of the group's goals with my goals |
| Recognition within the group |
| Feeling valued within the institution |
| Feeling valued within the group |
| Feedback |
| Pay |
| Benefits |
| Family time |
| Job security |
| Institutional climate |
| Opportunities for professional growth |
| Autonomy |

18. Please share with us any additional comments that you would like to share about your morale or what affects your happiness at work.