**Appendix A: Hospitalist Morale Assessment**

**Global Questions**

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 currently rate your own morale as a hospitalist?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 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 |

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.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |

**Hospitalist Morale Index**

|  |  |  |
| --- | --- | --- |
|  | How much does this element contribute to your morale?Not at all importantA little importantSomewhat importantVery ImportantTremendously important | How content are you with this element in your current work as a hospitalist?Extremely DiscontentDiscontentNeutralContentExtremely 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 |  |  |