

**The University of Chicago
Department of Medicine
Program on Medicine and Religion**

Job Satisfaction and Meaning in the Practice of Medicine: A National Physician Study

Survey Methodology Report

Purpose:

1. To obtain national estimates of physician attitudes, knowledge and practices concerning job satisfaction and meaning in the practice of medicine.
2. To understand the relationship between religiosity and these attitudes, knowledge and practices across the physician sample.
3. To track career satisfaction and burnout variables from the 2009 study, *Religion, Spirituality and Common Mental Health Concerns: A National Physician Survey*.

Sampling: Samples were drawn from the American Medical Association Physician Master File. This sample frame includes practicing physicians from the United States and its territories. The frame is a near complete listing of MDs and DOs. Physicians from both groups were included in our samples. We limited our samples to physicians who were 65 years of age or younger and who were practicing all 50 states.

The **Physician sample** consisted of 2,000 cases. 1,200 were selected from the from all physician specialty groups, except for radiologists and pathologists, since they do not see patients directly. 400 primary care physician respondents were resampled from our 2009 study, *Religion, Spirituality and Common Mental Health Concerns: A National Physician Survey*, in order to track career satisfaction and burnout variables from that study. Another 400 primary care physicians were selected from the AMA Physician Master File from the following primary and secondary specialty combinations: primary – Family Medicine, General Practice, Family Medicine, or Internal Medicine and secondary – Family Medicine, General Practice, Family Practice, Internal Medicine, or Unspecified for comparison purposes.

Sample Design: A total of 1,200 cases were selected at random from across the strata. 400 cases were selected with the following specifications: non-2009 study respondent whose primary specialty is Family Medicine, General Practice, Family Practice or Internal Medicine and the secondary specialty is in family Medicine, General Practice, Family Practice, Internal Medicine, or Unspecified. The 400 resampled physicians were selected at random from all of the PCPs in the 2009 study. The following table gives the breakdown of frequency and percent of cases within stratum.

Surname Sample Type	n	Percent	Cumulative Percent
South Asian	130	10.09	10.09
Arabic	156	12.10	22.19
Jewish	74	5.74	27.93
All Other	929	72.07	100
Total	1,289	100.00	

Questionnaire Development: Questionnaire topics were developed through qualitative interviews with physicians. Cognitive interviewers on selected questions were conducted with a small group of physicians around the country. Questionnaires were pretested on physicians at the University of Chicago Medicine. A copy of the final questionnaires is listed below.

Topics:

1. Job Satisfaction and Professionalism
2. The Doctor-Patient Relationship
3. Personal Experiences in Overall Life
4. Clinical Experiences
5. Characteristics Admired in Physicians
6. Your Spiritual and Religious Characteristics
7. Other Demographic Characteristics

Data collection: All questionnaires were administered by mail. The survey was on the following schedule:

DPR Survey:

- Advance letter mailed: October 28th, 2011
- First questionnaire mailed: October 7th, 2011
- Post card reminder mailed: October 14th, 2011
- Second questionnaire mailed: November 9th, 2011
- Third questionnaire mailed: December 14th, 2011

In addition, intermediate mailings were conducted as we received better information on advance letters or survey questionnaires that were returned because the addresses were bad.

For the DPR survey, sample members received a \$20 cash incentive in the first mailing. Sample members who were nonrespondents by the third mailing received a notification with their third questionnaire that they would receive an additional \$30 for completing the questionnaire and returning it to us.

Data Processing: Questionnaires were receipted as soon as they were returned. Each questionnaire was then double-entered into an Excel spreadsheet. After the data entry was completed the two versions were compared with one another using an Excel function and discrepancies were checked against the hard copy.

Response rates: Physician sample: Of the 2,000 Physician cases fielded, 137 were declared out of scope because surveys were returned after three attempts were made to contact respondents at

different addresses or we had received information that the physician had retired moved out of the country or was no longer in practice. Completed cases, response rates and refusal rates for all 2,000 cases are shown in the following table.

Stratum		Responded		Totals
		No	Yes	
South Asian	n	69	130	199
	%	34.67	65.33	100.00
Arabic	n	106	156	262
	%	40.46	59.54	100.00
Jewish	n	42	74	116
	%	36.21	63.79	100.00
Other	n	494	929	1,423
	%	34.72	65.28	100.00
Totals	n	711	1,289	2,000
	%	35.55	64.45	100.00

Sample Design and Weighting: The objective of the sample design was to select a national probability sample of two groups of physicians, primary care and non primary care physicians, at different rates to achieve obtained sample sizes useful for analyses. To increase the number of physicians who belong to minority religious groups we also disproportionately selected physicians from each type of physician group by four ethnic group surnames: (1) Asian, (2) Middle Eastern, (3) Jewish and (4) other. Table 1.1 shows the targeted selection numbers from each group. Table 1.2 shows the population numbers for each of the subgroups comprising the sample design. These values were obtained from the AMA Physician Masterfile through our vendor, Direct Medical Data. Because another objective was to examine change over time on certain questionnaire items, half the PCPs in each of the four surname ethnic groups were drawn at random from respondents of our 2009 national survey of primary care physicians.

Table 1.1: Target sample n by Physician Type and Ethnic Surname category

Surname	Physician Type		Total
	non_PCP	PCP	
Asian	137	62	199
Middle Eastern	172	90	262
Jewish	68	48	116
Other	823	600	1423
Totals	1200	800	2000

Table 1.2: Population size by Physician Type and Ethnic Surname category

Surname	Physician Type		Total
	non_PCP	PCP	
Asian	74504	34209	108713
Middle Eastern	18420	7684	26104
Jewish	18033	4495	22528
Other	347076	132397	479473

Stratum base weights were calculated by dividing the population n by the target sample n for each combination of Physician Type and Surname. The base weights are shown in Table 1.3.

Table 1.3: Stratum base weights by Physician Sample Type and Ethnic Surname category

Surname	Physician Type	
	non_PCP	PCP
Asian	543.82	551.76
Middle Eastern	107.09	85.378
Jewish	265.19	93.646
Other	421.72	220.66

To adjust the base weights for non-response, first, response rates were calculated separately for each of the following groups: Geographical Region (West, Midwest, Northeast and South), Sample Type (2009 PCP, 2011 PCP and 2011 non-PCP physician), Gender, Age Category (split at median age: 24-47, 48-67) and Medical School Location (US, Foreign). Significant differences in response rates were found for Sample Type ($P < .00$), Age category ($P = .032$), and Medical School Location ($P < .00$).

Next, an adjustment cell variable with 12 values was created to reflect the combinations of Sample Type (3), Age Category (2) and Medical School Location (2). Base weight totals for completed cases and all cases are shown in table 1.4. An adjustment factor for each of the 12 cells was calculated by dividing the base weight for all cases total by the total base weight for completed cases for that cell. A final adjusted weight was constructed by multiplying the base weight for each respondent by the adjustment factor for each cell in which the respondent fell. Table 1.4: Base weight totals and adjustment factors by adjustment cell.

Adjustment Cell	Sample Type	Age Category	Medical School	Completed Cases	All Cases	Adjustment Factor
1	2009_PCP	24-47	US	22391.10	30899.50	1.38
2	2009_PCP	24-47	Foreign	9811.05	14116.90	1.44
3	2009_PCP	48-67	US	26242.30	34153.00	1.30
4	2009_PCP	48-67	Foreign	8990.16	10133.20	1.13
5	2011_PCP	24-47	US	6862.85	12366.90	1.80
6	2011_PCP	24-47	Foreign	137954.00	228929.00	1.66
7	2011_PCP	48-67	US	7629.22	10373.70	1.36
8	2011_PCP	48-67	Foreign	134777.00	206363.00	1.53
9	2011_Other	24-47	US	1280.33	2908.35	2.27
10	2011_Other	24-47	Foreign	25535.10	41727.00	1.63
11	2011_Other	48-67	US	1638.28	2687.68	1.64
12	2011_Other	48-67	Foreign	26503.30	41979.60	1.58

File construction: After the data were cleaned Stata files were constructed with variable names matching the question numbers on the questionnaire and variable and value labels also matching the questionnaire. Separate files were created for PCPs and Psychiatrists. Two combination files were created, one for comparing PCPs and Psychiatrists and one for making population estimates to the combined universe of PCPs and Psychiatrists. All files are self-documenting as described above.

Description of Experimental Manipulation – DPR Questionnaire

One randomized experiments was included in the survey questionnaire. The text and manipulations, along with response options, are given below. Respondent identification numbers were randomly assigned to condition independently within each experiment having the effect of randomizing respondents across experimental versions and negating contamination effects of a condition in a prior experiment on a condition in a subsequent one.

Experiment 1:

1. Imagine a physician job that is similar to the position you currently have, except that in the new job you would: «F1», «F2», and «F3». The new job would not require relocation. In it you would work with colleagues who you regard as exemplary physicians.

Please indicate to what extent you would prefer your current job or this new job?

- ₁ Strongly prefer my current job
- ₂ Somewhat prefer my current job
- ₃ Somewhat prefer my new job
- ₄ Strongly prefer my new job

MANIPULATIONS:

F1: Spend ten more hours each week caring for patients,

F2: Care for patients who are, on average, healthier than your current patients

F3: earn 20% less in salary

APPENDIX A: DPR Survey Questionnaire



THE CENTER FOR HEALTH AND THE SOCIAL SCIENCES,
THE MACLEAN CENTER FOR CLINICAL MEDICAL ETHICS,
AND THE PROGRAM ON MEDICINE AND RELIGION
AT THE UNIVERSITY OF CHICAGO

Job Satisfaction and Meaning in the Practice of Medicine: A National Physician Study

Dear Fellow Physician,

We invite you to participate in an important study of job satisfaction and meaning in the practice of medicine. Please complete this questionnaire to help us better understand what it is like for physicians like you to practice medicine in the contemporary healthcare context.

You were selected in such a way as to be sure that the study represents physicians nationwide, and we need everyone to participate for the study to be accurate. This questionnaire takes about 15 minutes to complete. Please know that all your responses will be confidential and your name will never be matched to your answers. If you prefer not to answer a question for any reason, you may skip it. However, we hope that you will do your best to answer to each question.

If you have questions about this study, please contact project director Kenneth Rasinski, PhD at krasinsk@uchicago.edu or call him at (773) 834-6837. If you would like to contact the director of the University of Chicago Institutional Review Board, Anita Goodnight, she can be reached at abg@uchicago.edu or (773) 834-0402.

As a token of our sincere appreciation, we have enclosed a **\$20 dollar bill** with this questionnaire. Thank you again.

Sincerely,

Farr A. Curlin, MD
Associate Professor of Medicine
The University of Chicago

JOB SATISFACTION AND PROFESSIONALISM

1. Thinking very generally about your satisfaction with your overall career in medicine, would you say that you are currently:

- ₁ Very satisfied
- ₂ Somewhat satisfied
- ₃ Neither satisfied nor dissatisfied
- ₄ Somewhat dissatisfied
- ₅ Very dissatisfied

2. Imagine a physician job that is similar to the position you currently have, except that in the new job you would: 1) spend ten more hours each week caring for patients, 2) care for patients who are, on average, sicker than your current patients, and 3) earn 20% less in salary. The new job would not require relocation. In it you would work with colleagues who you regard as exemplary physicians.

Please indicate to what extent you would prefer your current job or this new job?

- ₁ Strongly prefer my current job
- ₂ Somewhat prefer my current job
- ₃ Somewhat prefer the new job
- ₄ Strongly prefer the new job

3. Please estimate how many hours you spend in **a typical day at work** on activities that you find **personally rewarding**: _____ (# hours/DAY)

4. To what extent do you agree or disagree with the following statements?

	Agree strongly	Agree somewhat	Disagree somewhat	Disagree strongly
a) For me, the practice of medicine is a calling.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
b) If I had it to do over again, I would not choose medicine as a career.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
c) If I had it to do over again, I would go into a different clinical specialty.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
d) In the next few years, I hope to reduce the amount of time I spend in direct patient care.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
e) In the next few years, I hope to leave the practice of medicine.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

5. Please answer **to what extent** each of the following statements describes you.

	Absolutely Untrue	Mostly Untrue	Somewhat Untrue	Can't Say True or False	Somewhat True	Mostly True	Absolutely True
a) My life has a clear meaning or purpose.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
b) I have found a satisfactory meaning in life.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
c) I have a clear sense of what gives meaning to my life.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
d) In most ways, my life is close to my ideal	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
e) The conditions of my life are excellent.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
f) I am satisfied with my life.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
g) So far I have gotten the important things I want in life.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
h) If I could live my life over, I would change almost nothing.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇

6. Using your own definition of burnout, please **choose one** of the following:

- ₁ I enjoy my work. I have no symptoms of burnout.
- ₂ Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out.
- ₃ I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion.
- ₄ The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot.
- ₅ I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.

7. Please indicate **how often** each of the following statements applies to you.

	Never	A few times a year	Once a month or less	A few times a month	Once a week	A few times a week	Every day
a) I feel burned out from my work	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b) I have become more callous toward people since I took this job.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

THE DOCTOR-PATIENT RELATIONSHIP

In answering the following questions, please consider your own experiences caring for patients and your relationships with patients

8. How long have you worked in your current place of practice? _____ years

9. Please estimate:

- a. How many individual patients do you see in a typical week? _____ patients
- b. Among the patients you see in a typical week, how many have you been taking care of:
 1. for more than one year? _____ patients
 2. for more than three years? _____ patients
 3. for more than ten years? _____ patients

10. With respect to your patients:

	None	A few	Many	Most
a) With how many do you have a meaningful, long-term relationship?	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b) How many do you consider to be your friends?	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

11. How frequently do you experience each of the following?

	Never	Rarely	Sometimes	Often	Always
a) I eagerly look forward to seeing patients.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
b) I wish I could avoid seeing patients.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
c) At the end of a day of seeing patients, I go home with the sense that I have done good	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

and worthwhile work.

12. In your opinion, to what extent does having a **long-term relationship** with a patient impact each of the following:

Having a long-term relationship with a patient ...	Not at all	A little	Somewhat	A great deal
a) makes it easier to say no if the patient requests a test or procedure that I do not think is medically indicated	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
b) helps me discern what the patient needs and does not need in a given situation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
c) leads to better clinical outcomes for the patient	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
d) makes it more enjoyable for me to see the patient	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
e) makes the patient trust me more than he or she would otherwise	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
f) makes the patient more likely to follow my medical recommendations	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
g) makes the patient more likely to take their medications regularly and adhere to their treatment plan	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

13. Do you ever end up talking to patients after hours?

- ₁ Yes
- ₀ No

If Yes, how often do you:

	Never	Rarely	Sometimes	Often	Always
a) enjoy talking to them	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
b) feel frustrated talking to them	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

14. Do you ever see patients in the outpatient setting?

- ₁ Yes
- ₀ No

If Yes, in your practice, how many minutes are typically allotted for:

a) a new patient appointment? _____ minutes

b) a return patient appointment? _____ minutes

15. Using the 5-point scale below, please describe the atmosphere in your office.

Calm	Busy, but reasonable	Hectic, Chaotic
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YOUR PERSONAL EXPERIENCES IN YOUR OVERALL LIFE

Some of the following items may seem unusual or repetitive, but please complete all of the items so that we can better understand your perspective.

16. Please indicate to what extent each of the following statements is true of you.

	Never	Occasionally or Seldom	Fairly Often	Very Often or Nearly Always
a) I try to pass along knowledge I have gained through my life experiences.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
b) I feel as though I have made a difference to many people.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
c) I have important skills that I try to teach others.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
d) My actions have a positive effect on other people.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
e) People come to me for advice.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

17. Please indicate how frequently or infrequently you have had each of the following experiences in the **past six months**. Indicate your actual experience, not what you think your experience should be.

	Never or very rarely true	Not often true	Sometimes true Sometimes not true	Often true	Very often or always true
a) I find it difficult to stay focused on what's happening in the present.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b) I watch my feelings without getting lost in them.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
c) In difficult situations, I can pause without immediately reacting.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
d) I find myself doing things without paying attention.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
e) When I have distressing thoughts or images, I "step back" and am aware of the thought or image without getting taken over by it.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

f) When I do things, my mind wanders off and I'm easily distracted. ₁ ₂ ₃ ₄ ₅

18. Consider how well each statement describes you by choosing the appropriate number on the scale.

	Does not describe me well				Describes me very well
a) I often have tender, concerned feelings for people less fortunate than me.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b) Other people's misfortunes do not usually disturb me a great deal.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
c) When I see someone being treated unfairly, I sometimes don't feel very much pity for them.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
d) I am often quite touched by things that I see happen.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
e) I would describe myself as a pretty soft-hearted person.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

YOUR CLINICAL EXPERIENCES

In the following questions, you will find a series of questions about your clinical experiences. Please complete all of the items so that we can better understand your perspective.

19. Thinking about your role as a physician, please indicate how often each statement applies to you.

	Never	Occasionally or seldom	Fairly Often	Very Often or Nearly Always
a) I really try to slow down and give patients the time and help they need.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
b) I make time to pay extra careful attention to patients' problems.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
c) I go the extra mile to help take care of my patients.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
d) I make a special point of being kind to patients who are suffering.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
e) I eagerly look for moments in which I can teach patients something helpful to them.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
f) I make it a point to let my patients know how	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

much I care about and appreciate them.

20. Consider your experiences as a **physician**, and indicate how frequently or infrequently you have had each of the following experiences at work. Indicate your actual experience, not what your experience should be.

	Never or very rarely true	Not often true	Sometimes true Sometimes not true	Often true	Very often or always true
a) I cope with stress without letting it hinder my care of patients.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b) When I am with a patient, my mind wanders off and I am easily distracted.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c) In my clinical work, it seems like I am running on automatic, without paying much attention to what I am doing.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d) When patients are demanding and difficult, I remain calm and composed.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e) When I carry out everyday clinical tasks, I remain actively aware of what I am thinking and doing.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f) When the clinical environment is hectic, I keep my emotional composure.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

21. Again, please consider your thoughts and feelings **specific to your experience as a physician**, and indicate how well each of the following statements describes you by choosing the appropriate number on the scale.

	Does not describe me well				Describes me very well
a) I get a strong urge to help when I see a patient who is upset.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b) It upsets me to see a patient being treated disrespectfully.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c) I try to understand what is going on in my patients' minds by paying attention to their non-verbal cues and body language.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d) I find that I am "in tune" with patients' moods.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e) I listen carefully to my patients when they need to get something off their chests	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

CHARACTERISTICS YOU ADMIRE IN OTHER PHYSICIANS

22. Among the physicians you have known personally, think about the **one** you most admire as a *physician*.

a) What is that physician's clinical specialty? _____

b) Please indicate whether each of the following is true of that physician

The physician is/was...	No	Yes
i) a member of your family (a relative)	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁
ii) one of your attendings or preceptors during your medical training	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁
iii) one of your residents or interns during your medical training	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁
iv) part of your religious community or tradition	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁
v) a physician you worked with prior to starting medical training	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁

c) Thinking about this physician, please indicate how often each statement applies to him/her:

	Never	Occasionally or Seldom	Fairly Often	Very Often or Nearly Always
1) Tries to slow down and give patients the time and help they need.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
2) Makes time to pay extra careful attention to patients' problems.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
3) Goes the extra mile to help take care of patients.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

d) Have you ever worked closely with this physician?

- ₁ Yes →
₂ No

If Yes, when you were working with this physician, how often did you feel:

	Never	Rarely	Sometimes	Often	Always
a. Admiration for this physician.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b. Feeling of generosity.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
c. Feeling of openness toward others.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
d. The desire to do something good for people	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
e. The desire to be like this physician.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
f. The desire to become a better person.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

YOUR RELIGIOUS CHARACTERISTICS

23. How important would you say your religion is in your own life?

- ₁ The most important part of my life
- ₂ Very important in my life
- ₃ Fairly important in my life
- ₄ Not important in my life
- ₅ Not applicable. I have no religion

24. How often do you attend religious services?

- ₁ Never
- ₂ Less than once a year
- ₃ About once or twice a year
- ₄ Several times a year
- ₅ About once a month
- ₆ Two to three times a month
- ₇ Nearly every week
- ₈ Every week
- ₉ Several times a week

25. Which of the following best indicates your religious affiliation?

- ₁ None
 - ₂ Buddhist
 - ₃ Hindu
 - ₄ Jewish
 - ₅ Muslim
 - ₆ Roman Catholic
 - ₇ Eastern Orthodox
 - ₈ Protestant
 - ₉ Other Christian
 - ₁₀ Other Religion (please specify) _____
- a. If Jewish, would you say you are ...

 - ₁ Orthodox
 - ₂ Conservative
 - ₃ Reform
 - ₄ Secular
 - ₅ Other
- b. If Christian, do you consider yourself *evangelical*?

 - ₁ Yes
 - ₂ No

26. To what extent do you agree or disagree with the following statements?

	Agree strongly	Agree somewhat	Disagree somewhat	Disagree strongly
a) Different religions have different versions of the truth, and each may be equally right in its own way	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
b) There is one religion that is uniquely and comprehensively true	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
c) There is no one, true, right religion	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
d) I try hard to carry my religious beliefs over into all my other dealings in life	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
e) My whole approach to life is based on my religion	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

27. To what extent do you consider yourself a spiritual person?

- ₁ Very spiritual
- ₂ Moderately spiritual
- ₃ Slightly spiritual
- ₄ Not spiritual at all

OTHER BACKGROUND CHARACTERISTICS

28. Are you a hospitalist?

- ₁ Yes
- ₂ No

29. Is your primary place of practice an academic medical center or teaching hospital?

- ₁ Yes
- ₂ No

30. Is your patient population considered medically underserved?

- ₁ Yes
- ₂ No

a. If Yes, indicate the location of your practice:

- ₁ Rural community
- ₂ Inner-city community
- ₃ Other (please specify): _____

31. Please estimate how many hours you spend in a typical week doing:

- A. Outpatient care: _____ (# hours/week)
- B. Inpatient care: _____ (# hours/week)
- C. Other work-related tasks: _____ (# hours/week)

32. Do you consider yourself Hispanic or Latino?

- ₁ Yes
- ₂ No

33. How would you classify your race? [CHECK ONLY ONE]

- ₁ Asian
- ₂ Black or African-American
- ₃ American Indian or Alaskan Native
- ₄ White or Caucasian
- ₅ Other (please specify) _____

A. If Asian, do you think of yourself as ...

- ₁ East Asian or Pacific Islander
- ₂ South Asian
- ₃ Other Asian

34. Which of the following best describes how long you have been in the United States?

- ₁ You immigrated to the United States as an adult.
- ₂ You immigrated to the United States as a child.
- ₃ One or both of your parents immigrated to the United States before you were born.
- ₄ Both of your parents were born in the United States

LAST QUESTIONS! Please do your best to respond

35. Please respond to the following items by marking the box that best reflects your own beliefs.

	Disagree Strongly	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree strongly
a) I deserve more things in my life.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b) Things should go my way.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
c) I feel entitled to more of everything.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

36. Please indicate your 2010 before-tax income from work as a physician by checking one of the boxes below:

- | | | |
|---|---|---|
| <input type="checkbox"/> ₁ under \$100,000 | <input type="checkbox"/> ₄ \$150,001-\$175,000 | <input type="checkbox"/> ₇ \$250,001-\$300,000 |
| <input type="checkbox"/> ₂ \$100,001-\$125,000 | <input type="checkbox"/> ₅ \$175,001-\$200,000 | <input type="checkbox"/> ₈ \$300,001-\$500,000 |
| <input type="checkbox"/> ₃ \$125,001-\$150,000 | <input type="checkbox"/> ₆ \$200,001-\$250,000 | <input type="checkbox"/> ₉ over \$500,000 |

37. As best you can remember, when you graduated from medical school, what quartile of your class were you in with respect to academic performance? (please give your best guess)

- ₁ Top 25% of class
- ₂ 2nd quartile
- ₃ 3rd quartile
- ₄ Bottom 25% of class

38. Please tell us any other comments you have regarding your experiences as a physician and finding meaning in the practice of medicine.

If you would be willing to participate in a 15-30 minute confidential phone interview about your experiences as a physician, please indicate below the preferred way to reach you. A portion of respondents who volunteer will be contacted.

- Phone number: (_____) _____
- Email me _____

Please return this survey in the enclosed, postage-paid envelope.

Thank you for participating!