

**Survey Questions**

<b>Wellbeing Questions</b>	<b>Score</b>	
	0	10
How important is it to have a healthy workplace?	Not important at all	Extremely important
How satisfied are you with the balance between the time you spend on your paid work, and the time you spend on other aspects of your life? <sup>1,2</sup>	Not at all satisfied	Completely satisfied
To what extent are you successful at completing difficult tasks and projects in your job? <sup>2</sup>	Not at all successful	Completely successful
To what extent are you using your strengths in your job? <sup>2</sup>	Not at all using my strengths	Completely using strengths
How proud do you feel to work for your organisation?	Not at all proud	Completely proud
How meaningful do you feel your work is? <sup>1</sup>	Not at all meaningful	Completely meaningful
How valued do you feel by your supervisor (your "boss")?	Not at all valued	Completely valued
All things considered, how satisfied are you with your present job? <sup>2</sup>	Not at all satisfied	Completely satisfied
How likely are you to recommend this ED as a place to work? <sup>1</sup> (NPS)	Would definitely NOT recommend	Would definitely recommend

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How much control over the important aspects of your job do you have?	Not at all in control	Completely in control
How happy do you generally feel at work? <sup>2</sup>	Not at all happy	Completely happy
How satisfied are you with your workplace relationships? <sup>2</sup>	Not at all satisfied	Completely satisfied
On average, how much effort do you put into your job on a daily basis?	No effort at all (0%)	Complete effort (100%)
How motivated are you in what you are doing for your job?	Not at all motivated	Completely motivated
How likely is it that you will leave your job in the next six months?	Not at all likely	Completely likely
How worried are you that you might lose your job in the next six months?	Not at all worried	Completely worried
In general, how rushed and pressured for time do you feel in your job?	Not at all rushed	Completely rushed
On average, how stressful is your job?	Not at all stressful	Completely stressful
"My immediate supervisor at ED cares about me as a person." <sup>1</sup>	Completely disagree	Agree completely
"I feel well-informed about important decisions in ED" <sup>1</sup>	Completely disagree	Agree completely
"I feel recognised for my contribution at work." <sup>1</sup>	Completely disagree	Agree completely
Overall, this ED is an excellent place to work.	Completely disagree	Agree completely

**Copenhagen Burnout Inventory Questions<sup>3</sup>**

1. How often do you feel tired?				
Always	Often	Sometimes	Seldom	Never/almost never
2. How often are you physically exhausted?				
Always	Often	Sometimes	Seldom	Never/almost never
3. How often are you emotionally exhausted?				
Always	Often	Sometimes	Seldom	Never/Almost never
4. How often do you think "I can't take it anymore"?				
Always	Often	Sometimes	Seldom	Never/almost never
5. How often do you feel worn out?				
Always	Often	Sometimes	Seldom	Never/almost never
6. How often do you feel weak and susceptible to illness?				
To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
7. Is your work emotionally exhausting?				
To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
8. Do you feel burnt out because of your work?				

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To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
9. Does your work frustrate you?				
Always	Often	Sometimes	Seldom	Never/almost never
10. Do you feel worn out at the end of the working day?				
Always	Often	Sometimes	Seldom	Never/almost never
11. Are you exhausted in the morning at the thought of another working day?				
Always	Often	Sometimes	Seldom	Never/almost never
12. Do you feel that every working hour is tiring you?				
Never/almost never	Seldom	Sometimes	Often	Always
13. Do you have enough energy for family and friends during leisure time?				
To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
14. Do you find it hard to work with patients?				
To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
15. Do you find it frustrating to work with patients?				
To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
16. Does it drain your energy to work with patients?				
To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree

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17. Do you feel that you give more than you get back when you work with patients?				
Always	Often	Sometimes	Seldom	Never/almost never
18. Are you tired of working with patients?				
Always	Often	Sometimes	Seldom	Never/almost never
19. Do you sometimes wonder how long you will be able to continue working with patients?				
Always	Often	Sometimes	Seldom	Never/almost never

**Qualitative Questions**

Matters Most	"What matters most to me in my work is..."
Barriers	"What gets in the way of what matters to me is..."
Culture	"What can be done to improve the CULTURE of the department?"  Culture refers to how we behave towards one another, the general atmosphere.
Efficiency/system	"What can be done to improve the EFFICIENCY of the department?"  Efficiency refers to how things run, the processes, the hardware.
Personal	"What can be done to improve our personal RESILIENCE?"  Resilience refers to being able to survive and thrive in a challenging environment
Other	Please feel free to comment about any of the issues raised, or anything you think is important.

## WoWe@NZEDs2020 Survey Questions

1. Perlo J BB, Swensen S, Kabcenell A, Landsman J, Feeley D. IHI Framework for Improving Joy in Work. IHI White Paper. Cambridge, Massachusetts: Institute for Healthcare Improvement; 2017.
2. Jarden A. WoW Assessment Manual. In: workonwellbeing.com, editor. 2014.
3. Kristensen TS, Borritz M, Villadsen E, Christensen KB. The Copenhagen Burnout Inventory: A new tool for the assessment of burnout. *Work & Stress*. 2005;19(3):192-207.