

## Practice Member Survey Code Book

Variable / Core-optional Status	Item
	The purpose of this survey is to understand your perceptions of your work environment. No one will see any of your answers linked to your name. All responses to this survey will be reported only as summary results.
Timepoint	Baseline.....T0 First follow-up.....T1 Second follow-up.....T2
R18_cooperative	
Practice_site_ID	
Prac_member_id	
Date	MM/DD/YYYY
	Please rate your level of agreement with the following statements about your practice (select only one response):
AR1 <sup>1, 2</sup>  FOA Required	Mistakes have led to positive changes here Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
AR2  FOA Required	I have many opportunities to grow in my work Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
AR3  FOA Required	People in our practice actively seek new ways to improve how we do things Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5

<sup>1</sup> NOTE: AR1-AR14 constitutes the 14 item adaptive reserve scale. On your collaborative's survey, AR1-AR14 are to remain in their exact order shown in the codebook.

<sup>2</sup> For details on scoring Adaptive Reserve items see this [article](#).

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AR4 FOA Required	People at all levels in this office openly talk about what is and isn't working Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
AR5 FOA Required	Leadership strongly supports practice change efforts Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
AR6 FOA Required	After trying something new, we take time to think about how it worked Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
AR7 FOA Required	Most of the people who work in our practice seem to enjoy their work Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
AR8 FOA Required	It is hard to get things to change in our practice Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
AR9 FOA Required	This practice is a place of joy and hope Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5

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<p>AR10</p> <p>FOA Required</p>	<p>This practice learns from its mistakes</p> <p>Strongly disagree.....1</p> <p>Disagree.....2</p> <p>Neutral.....3</p> <p>Agree.....4</p> <p>Strongly agree.....5</p>
<p>AR11</p> <p>FOA Required</p>	<p>Practice leadership promotes an environment that is an enjoyable place to work</p> <p>Strongly disagree.....1</p> <p>Disagree.....2</p> <p>Neutral.....3</p> <p>Agree.....4</p> <p>Strongly agree.....5</p>
<p>AR12</p> <p>FOA Required</p>	<p>People in this practice operate as a real team</p> <p>Strongly disagree.....1</p> <p>Disagree.....2</p> <p>Neutral.....3</p> <p>Agree.....4</p> <p>Strongly agree.....5</p>
<p>AR13</p> <p>FOA Required</p>	<p>When we experience a problem in the practice, we make a serious effort to figure out what's really going on</p> <p>Strongly disagree.....1</p> <p>Disagree.....2</p> <p>Neutral.....3</p> <p>Agree.....4</p> <p>Strongly agree.....5</p>
<p>AR14</p> <p>FOA Required</p>	<p>Leadership in this practice creates an environment where things can be accomplished</p> <p>Strongly disagree.....1</p> <p>Disagree.....2</p> <p>Neutral.....3</p> <p>Agree.....4</p> <p>Strongly agree.....5</p>
<p>AR15</p> <p>Collaboratively determined core item</p>	<p>We regularly take time to reflect on how we do things</p> <p>Strongly disagree.....1</p> <p>Disagree.....2</p> <p>Neutral.....3</p> <p>Agree.....4</p> <p>Strongly agree.....5</p>

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<p>AR16</p> <p>Collaboratively determined core item</p>	<p>Most people in this practice are willing to change how they do things in response to feedback from others</p> <p>Strongly disagree.....1  Disagree.....2  Neutral.....3  Agree.....4  Strongly agree.....5</p>
<p>AR17</p> <p>Collaboratively determined core item</p>	<p>I can rely on the other people in this practice to do their jobs well</p> <p>Strongly disagree.....1  Disagree.....2  Neutral.....3  Agree.....4  Strongly agree.....5</p>
<p>AR18</p> <p>Collaboratively determined core item</p>	<p>Difficult problems are solved through face-to-face discussions in this practice</p> <p>Strongly disagree.....1  Disagree.....2  Neutral.....3  Agree.....4  Strongly agree.....5</p>
<p>Psych_safety1</p> <p>Collaboratively determined core item</p>	<p>Members of this practice are able to bring up problems and tough issues</p> <p>Strongly disagree.....1  Disagree.....2  Neutral.....3  Agree.....4  Strongly agree.....5</p>

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	The next set of questions help us understand your perceptions of how your practice addresses patients' needs. Please indicate your level of agreement with the following statements (select only one response):
Pt_needs1  Collaboratively determined core item	Our practice does a good job of assessing patient needs and expectations Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
Pt_needs2  Collaboratively determined core item	Our practice uses data from patients to improve care Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5
Pt_needs3  Collaboratively determined core item	Our practice uses data on patient expectations and/or experience when developing new services Strongly disagree.....1 Disagree.....2 Neutral.....3 Agree.....4 Strongly agree.....5

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	Using your own definition of burnout - please indicate which of the following statements best describes how you feel about your situation at work (select only one response):	
Burnout  Collaboratively determined core item	<p>I enjoy my work. I have no symptoms of burnout ..... 1</p> <p>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 ..... 2</p> <p>I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion ..... 3</p> <p>The symptoms of burnout that I'm experiencing won't go away. I think about frustrations at work a lot ..... 4</p> <p>I feel completely burned out and often wonder if I can go on practicing. I am at the point where I may need some changes ..... 5</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
	If you are a clinician in the practice (MD, DO, NP, PA) please answer the following questions. If you are not a clinician, please skip to question # (Demo_role).	
	<p>In 2014, the JNC8 released new guidelines for treating patients with hypertension that included the following <u>two major changes</u>:</p> <ol style="list-style-type: none"> <li>1. BP target for adults over age 60 was changed from &lt;140/90 mmHg to &lt;150/90 mmHg</li> <li>2. Initial antihypertensive treatment should NOT include an ACE or ARB for black patients</li> </ol> <p>In the next set of questions, please rate your level of agreement regarding whether these new guidelines will lead to better outcomes for your hypertensive patients.</p>	
BP_guidelines1  Collaboratively determined core item	<p><b>BP target &lt; 150/90 mmHg for patients over 60 years of age</b></p> <p>This new guideline will improve outcomes for all of my patients.....1</p> <p>This new guidelines will improve outcomes for some of my patients.....2</p> <p>This new guideline will have no impact on outcomes for my patients.....3</p> <p>This new guideline will have negative consequences for some of my patients.....4</p> <p>This new guideline will have negative consequences for all of my patients.....5</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
BP_guidelines2  Collaboratively determined core item	<p><b>Initial antihypertensive treatment should NOT include an ACE or ARB for black patients</b></p> <p>This new guideline will improve outcomes for all of my patients.....1</p> <p>This new guidelines will improve outcomes for some of my patients.....2</p> <p>This new guideline will have no impact on outcomes for my patients.....3</p> <p>This new guideline will have negative consequences for some of my patients.....4</p> <p>This new guideline will have negative consequences for all of my patients.....5</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
	<p>In 2013, the American College of Cardiology and the American Heart Association released new guidelines for treating blood cholesterol to reduce atherosclerotic cardiovascular risk in adults. This included changes to prescribing statins. Statin therapy is now recommended for patients who meet one of the following criteria:</p> <ol style="list-style-type: none"> <li>1. Diagnosed with clinical arteriosclerotic cardiovascular disease (ASCVD)</li> <li>2. Primary elevation of LDL <math>\geq</math>190mg/dL</li> <li>3. Diagnosed with DM, between 40-75 years old, with LDL between 70-189 mg/dL, and no diagnosis of ASCVD, or</li> <li>4. No diagnosis of ASCVD or DM, with LDL 70-189 mg/dl and an estimated 10-year ASCVD risk <math>\geq</math>7.5%</li> </ol> <p>Please rate your level of agreement regarding whether these new guidelines will lead to better outcomes for your patients</p>	

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C_guidelines1 Collaboratively determined core item	<p><b>Patients diagnosed with ASCVD should be prescribed a statin</b></p> <p>This new guideline will improve outcomes for all of my patients.....1  This new guidelines will improve outcomes for some of my patients.....2  This new guideline will have no impact on outcomes for my patients.....3  This new guideline will have negative consequences for some of my patients.....4  This new guideline will have negative consequences for all of my patients.....5</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
C_guidelines2 Collaboratively determined core item	<p><b>Patient with a primary elevation of LDL &gt;190mg/dL should be prescribed a statin</b></p> <p>This new guideline will improve outcomes for all of my patients.....1  This new guidelines will improve outcomes for some of my patients.....2  This new guideline will have no impact on outcomes for my patients.....3  This new guideline will have negative consequences for some of my patients.....4  This new guideline will have negative consequences for all of my patients.....5</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
C_guidelines3 Collaboratively determined core item	<p><b>Patients with a diagnosis of DM, between 40-75 years old, with LDL between 70-189 mg/dL, and no diagnosis of ASCVD should be prescribed a statin</b></p> <p>This new guideline will improve outcomes for all of my patients.....1  This new guidelines will improve outcomes for some of my patients.....2  This new guideline will have no impact on outcomes for my patients.....3  This new guideline will have negative consequences for some of my patients.....4  This new guideline will have negative consequences for all of my patients.....5</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
C_guidelines4 Collaboratively determined core item	<p><b>Patients with no diagnosis of ASCVD or DM, with LDL 70-189 and an estimated 10-year ASCVD risk ≥7.5% should be prescribed a statin</b></p> <p>This new guideline will improve outcomes for all of my patients.....1  This new guidelines will improve outcomes for some of my patients.....2  This new guideline will have no impact on outcomes for my patients.....3  This new guideline will have negative consequences for some of my patients.....4  This new guideline will have negative consequences for all of my patients.....5</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
	Please indicate your level of agreement with the following statement:	
Riskcalc_guidelines Optional item	<p>In determining whether to recommend statin therapy, I prefer a risk cut-off higher than 7.5% (using an ASCVD calculator) for patients <u>without</u> a diagnosis of ASCVD or DM, or those with an LDL 70-189</p> <p>Yes.....1  No.....2 (if no, skip to Demo_role)</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
Riskcalc_guidelines_percent Optional item	<p>If yes, what level do you prefer?</p> <p>_____ (fill in percentage)</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
	Please complete the following information about yourself	
Demo_role Collaboratively determined core item	<p>What is your role in this practice: (select only one option)</p> <p>Physician (MD, DO) .....1  Nurse Practitioner or Physician Assistant .....2</p>	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>

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	Clinical staff (e.g., RN, LPN, MA, CMA, Behavioral health providers)....3 Non-clinical staff (e.g., receptionist, billing staff).....4 Office manager .....5 Other .....6	
Demo_role_other	If [Demo_role] – other  Please specify	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
Demo_yrsinpractice  Collaboratively determined core item	How many years have you worked in this practice? Please round to the nearest year. If you have worked in the practice less than one year, please indicate that by checking that response option.  _____ years  I have worked in this practice less than one year..... 99	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
Demo_hrs_worked  Collaboratively determined core item	How many hours per week do you work at this practice?  _____ hours/week	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>