

## 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
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 <input type="checkbox"/> Strongly disagree ..... 1 <input type="checkbox"/> Disagree ..... 2 <input type="checkbox"/> Neutral ..... 3 <input type="checkbox"/> Agree ..... 4 <input type="checkbox"/> Strongly agree ..... 5
AR2  FOA Required	I have many opportunities to grow in my work <input type="checkbox"/> Strongly disagree ..... 1 <input type="checkbox"/> Disagree ..... 2 <input type="checkbox"/> Neutral ..... 3 <input type="checkbox"/> Agree ..... 4 <input type="checkbox"/> Strongly agree ..... 5
AR3  FOA Required	People in our practice actively seek new ways to improve how we do things <input type="checkbox"/> Strongly disagree ..... 1 <input type="checkbox"/> Disagree ..... 2 <input type="checkbox"/> Neutral ..... 3 <input type="checkbox"/> Agree ..... 4 <input type="checkbox"/> 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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<p>AR4</p> <p>FOA Required</p>	<p>People at all levels in this office openly talk about what is and isn't working</p> <p><input type="checkbox"/> Strongly disagree ..... 1</p> <p><input type="checkbox"/> Disagree ..... 2</p> <p><input type="checkbox"/> Neutral ..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> Strongly agree ..... 5</p>
<p>AR5</p> <p>FOA Required</p>	<p>Leadership strongly supports practice change efforts</p> <p><input type="checkbox"/> Strongly disagree ..... 1</p> <p><input type="checkbox"/> Disagree ..... 2</p> <p><input type="checkbox"/> Neutral ..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> Strongly agree ..... 5</p>
<p>AR6</p> <p>FOA Required</p>	<p>After trying something new, we take time to think about how it worked</p> <p><input type="checkbox"/> Strongly disagree ..... 1</p> <p><input type="checkbox"/> Disagree ..... 2</p> <p><input type="checkbox"/> Neutral ..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> Strongly agree ..... 5</p>
<p>AR7</p> <p>FOA Required</p>	<p>Most of the people who work in our practice seem to enjoy their work</p> <p><input type="checkbox"/> Strongly disagree ..... 1</p> <p><input type="checkbox"/> Disagree ..... 2</p> <p><input type="checkbox"/> Neutral ..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> Strongly agree ..... 5</p>
<p>AR8</p> <p>FOA Required</p>	<p>It is hard to get things to change in our practice</p> <p><input type="checkbox"/> Strongly disagree ..... 1</p> <p><input type="checkbox"/> Disagree ..... 2</p> <p><input type="checkbox"/> Neutral ..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> Strongly agree ..... 5</p>
<p>AR9</p> <p>FOA Required</p>	<p>This practice is a place of joy and hope</p> <p><input type="checkbox"/> Strongly disagree ..... 1</p> <p><input type="checkbox"/> Disagree ..... 2</p> <p><input type="checkbox"/> Neutral ..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> Strongly agree ..... 5</p>

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<p>AR10</p> <p>FOA Required</p>	<p>This practice learns from its mistakes</p> <p><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> Strongly agree ..... 5</p>
<p>AR12</p> <p>FOA Required</p>	<p>People in this practice operate as a real team</p> <p><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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><input type="checkbox"/> Strongly disagree..... 1</p> <p><input type="checkbox"/> Disagree..... 2</p> <p><input type="checkbox"/> Neutral..... 3</p> <p><input type="checkbox"/> Agree ..... 4</p> <p><input type="checkbox"/> 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 <input type="checkbox"/> Strongly disagree..... 1 <input type="checkbox"/> Disagree ..... 2 <input type="checkbox"/> Neutral..... 3 <input type="checkbox"/> Agree..... 4 <input type="checkbox"/> Strongly agree ..... 5
Pt_needs2  Collaboratively determined core item	Our practice uses data from patients to improve care <input type="checkbox"/> Strongly disagree..... 1 <input type="checkbox"/> Disagree ..... 2 <input type="checkbox"/> Neutral..... 3 <input type="checkbox"/> Agree..... 4 <input type="checkbox"/> Strongly agree ..... 5
Pt_needs3  Collaboratively determined core item	Our practice uses data on patient expectations and/or experience when developing new services <input type="checkbox"/> Strongly disagree..... 1 <input type="checkbox"/> Disagree ..... 2 <input type="checkbox"/> Neutral..... 3 <input type="checkbox"/> Agree..... 4 <input type="checkbox"/> Strongly agree ..... 5

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	Using your own definition of burnout - please indicate which of the following statements best describes how you	
Burnout  Collaboratively determined core item	<input type="checkbox"/> I enjoy my work. I have no symptoms of burnout..... 1 <input type="checkbox"/> 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 <input type="checkbox"/> I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion..... 3 <input type="checkbox"/> The symptoms of burnout that I'm experiencing won't go away. I think about frustrations at work a lot..... 4 <input type="checkbox"/> 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	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> <input type="checkbox"/> This new guideline will improve outcomes for all of my patients ..... 1 <input type="checkbox"/> This new guidelines will improve outcomes for some of my patients ..... 2 <input type="checkbox"/> This new guideline will have no impact on outcomes for my patients..... 3 <input type="checkbox"/> This new guideline will have negative consequences for some of my patients..... 4 <input type="checkbox"/> This new guideline will have negative consequences for all of my patients ..... 5	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> <input type="checkbox"/> This new guideline will improve outcomes for all of my patients ..... 1 <input type="checkbox"/> This new guidelines will improve outcomes for some of my patients ..... 2 <input type="checkbox"/> This new guideline will have no impact on outcomes for my patients..... 3 <input type="checkbox"/> This new guideline will have negative consequences for some of my patients..... 4 <input type="checkbox"/> This new guideline will have negative consequences for all of my patients ..... 5	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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<p>C_guidelines1 Collaboratively determined core item</p>	<p><b>Patients diagnosed with ASCVD should be prescribed a statin</b>  <input type="checkbox"/> This new guideline will improve outcomes for all of my patients ..... 1  <input type="checkbox"/> This new guidelines will improve outcomes for some of my patients ..... 2  <input type="checkbox"/> This new guideline will have no impact on outcomes for my patients..... 3  <input type="checkbox"/> This new guideline will have negative consequences for some of my patients..... 4  <input type="checkbox"/> This new guideline will have negative consequences for all of my patients ..... 5</p>	<p>T<sub>0</sub>, T<sub>1</sub>, T<sub>2</sub></p>
<p>C_guidelines2 Collaboratively determined core item</p>	<p><b>Patient with a primary elevation of LDL &gt;190mg/dL should be prescribed a statin</b>  <input type="checkbox"/> This new guideline will improve outcomes for all of my patients ..... 1  <input type="checkbox"/> This new guidelines will improve outcomes for some of my patients ..... 2  <input type="checkbox"/> This new guideline will have no impact on outcomes for my patients..... 3  <input type="checkbox"/> This new guideline will have negative consequences for some of my patients..... 4  <input type="checkbox"/> This new guideline will have negative consequences for all of my patients ..... 5</p>	<p>T<sub>0</sub>, T<sub>1</sub>, T<sub>2</sub></p>
<p>C_guidelines3 Collaboratively determined core item</p>	<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>  <input type="checkbox"/> This new guideline will improve outcomes for all of my patients ..... 1  <input type="checkbox"/> This new guidelines will improve outcomes for some of my patients ..... 2  <input type="checkbox"/> This new guideline will have no impact on outcomes for my patients..... 3  <input type="checkbox"/> This new guideline will have negative consequences for some of my patients..... 4  <input type="checkbox"/> This new guideline will have negative consequences for all of my patients ..... 5</p>	<p>T<sub>0</sub>, T<sub>1</sub>, T<sub>2</sub></p>
<p>C_guidelines4 Collaboratively determined core item</p>	<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>  <input type="checkbox"/> This new guideline will improve outcomes for all of my patients ..... 1  <input type="checkbox"/> This new guidelines will improve outcomes for some of my patients ..... 2  <input type="checkbox"/> This new guideline will have no impact on outcomes for my patients..... 3  <input type="checkbox"/> This new guideline will have negative consequences for some of my patients..... 4  <input type="checkbox"/> This new guideline will have negative consequences for all of my patients ..... 5</p>	<p>T<sub>0</sub>, T<sub>1</sub>, T<sub>2</sub></p>
<p>Please indicate your level of agreement with the following statement:</p>		
<p>Riskcalc_guidelines Optional item</p>	<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  <input type="checkbox"/> Yes ..... 1  <input type="checkbox"/> No ..... 2 (if no, skip to Demo_role)</p>	<p>T<sub>0</sub>, T<sub>1</sub>, T<sub>2</sub></p>
<p>Riskcalc_guildlines_percent Optional item</p>	<p>If yes, what level do you prefer?          _____ (fill in percentage)</p>	<p>T<sub>0</sub>, T<sub>1</sub>, T<sub>2</sub></p>

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	Please complete the following information about yourself	
Demo_role  Collaboratively determined core item	What is your role in this practice: (select only one option) <input type="checkbox"/> Physician (MD, DO) ..... 1 <input type="checkbox"/> Nurse Practitioner or Physician Assistant ..... 2 <input type="checkbox"/> Clinical staff (e.g., RN, LPN, MA, CMA, Behavioral health providers) ..... 3 <input type="checkbox"/> Non-clinical staff (e.g., receptionist, billing staff) ..... 4 <input type="checkbox"/> Office manager ..... 5 <input type="checkbox"/> Other ..... 6	T <sub>0</sub> , T <sub>1</sub> , T <sub>2</sub>
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  <input type="checkbox"/> 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>