

Supporting file S1

The Nurses Work Functioning Questionnaire (NWFQ)

The Nurses Work Functioning Questionnaire

To what extent did you experience difficulty in meeting the following aspects **of your work** in the **past 4 weeks**?

[illegible]

Relate the following statement **to your work** in the **past 4 weeks**. How much do you agree with it?

[illegible]

With respect to the **past 4 weeks**, are you someone who...

[illegible]

How often did you think the following in the **past 4 weeks**?

[illegible]

How often did the following situations occur **in your work** in the **past 4 weeks**?

[illegible]

How often were the following situations **with respect to your work** applicable to you in the **past 4 weeks**?

[illegible]

Answer the questions below with respect to the **past 4 weeks**.

How often did you...

[illegible]

28	... underestimated the seriousness of a situation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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How often did something go wrong while you were carrying out the tasks below in the **past 4 weeks**?

29	Initiating infusion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30	Assessing which (nursing) care a patient needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31	Performing and reporting actions (e.g. in the nursing plan or treatment plan).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How often did you **almost** do something wrong while carrying out the tasks below in the **past 4 weeks**?

32	Performing and reporting actions (e.g. in the nursing plan or treatment plan).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Indicate how often in the **past 4 weeks** the following has happened.

	(almost) never	some- times	regularly	often	(almost) always	
33	Friction between you and someone from your team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34	Being irritated during work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35	Tensions between you and your colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How often was the behavior below applicable to you in the **past 4 weeks**?

36	Leaving for a moment so you can be alone.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37	Avoiding conversations with your colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38	Avoiding common areas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39	Avoiding working together with your colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Relate the following statements to **your work** in the **past 4 weeks**. How much do you agree with it?

	disagree	disagree a little	not agree/ not disagree	agree a little	agree
40	Making decisions I leave to my colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41	I often only do what is absolutely necessary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42	Meetings and evaluations I avoid as much as possible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43	I prefer to do only routine jobs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44	I am often astonished at how easy it is for others to upset me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45	I often react irritated towards colleagues/ managers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46	I often get angry about matters at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47	I often have conflicts with my manager.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48	I was able to make important decisions in my work responsibly. (R)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49	I can quickly decide how to handle matters in my work. (R)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50	I know how to make the right decisions in stressful situations. (R)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Table 1

Instructions for sum score calculation

	Subscales	Items	Calculation of standardized sum score	# of items	
				total	minimum
1	Cognitive aspects of task execution and general incidents	1, 2, 3, 4, 5, 6, 7, 8, 9, 15, 16	(sum of item scores * 100) / (# of items * 6)	11	9
2	Impaired decision making*	48(R), 49(R), 50(R)	(sum of item scores * 100) / (# of items * 4)	3	3
3	Causing incidents at work**	14, 26, 27, 28, 29, 30, 31, 32	(sum of item scores * 100) / (# of items * 6)	8	6
4	Avoidance behavior	36, 37, 38, 39, 40, 41, 42, 43	(sum of item scores * 100) / (# of items * 4)	8	6
5	Conflicts and irritations with colleagues	33, 34, 35, 44, 45, 46, 47	(sum of item scores * 100) / (# of items * 4)	7	6
6	Impaired contact with patients and their family	10, 11, 12, 13, 22, 23, 24, 25	(sum of item scores * 100) / (# of items * 6)	8	6
7	Lack of energy and motivation	17, 18, 19, 20, 21	(sum of item scores * 100) / (# of items * 6)	5	4

Technical details:

- Items followed by (R) need to be recoded before sum score is calculated.
- Item score counting starts with 0 on the outer left category, add 1 point for each category further to the right (e.g. *disagree* = 0; *disagree a little* = 1; *not agree/ not disagree* = 2; *agree a little* = 3; *agree* = 4).
- Calculation of standardized sum scores follows the principle: (sum of item scores * 100) / (# of items * maximum score per item).
- For sum scores calculation, subjects need to have filled out at least ¾ of all items of a subscale.
- The range of the standardized sum score is 0-100 for each subscale.

* We discourage use of the subscale impaired decision making in the present form, based on reproducibility and validity analyses.

**The subscale “Causing incidents at work” is not suitable for allied health professionals.

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