

Supporting file S1

The Nurses Work Functioning Questionnaire (NWFQ)

28 ... underestimated the seriousness of a situation?

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

29 Initiating infusion.

30 Assessing which (nursing) care a patient needs.

31 Performing and reporting actions (e.g. in the nursing plan or treatment plan).

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).

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"/> |
| 34 Being irritated during work. | <input type="checkbox"/> |
| 35 Tensions between you and your colleagues. | <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"/> |
| 37 Avoiding conversations with your colleagues. | <input type="checkbox"/> |
| 38 Avoiding common areas. | <input type="checkbox"/> |
| 39 Avoiding working together with your colleagues. | <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"/> | <input type="checkbox"/> |
| 41 I often only do what is absolutely necessary. | <input type="checkbox"/> | <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"/> | <input type="checkbox"/> |
| 43 I prefer to do only routine jobs. | <input type="checkbox"/> | <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"/> | <input type="checkbox"/> |
| 45 I often react irritated towards colleagues/ managers. | <input type="checkbox"/> | <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"/> | <input type="checkbox"/> |
| 47 I often have conflicts with my manager. | <input type="checkbox"/> | <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"/> | <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"/> | <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"/> | <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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