Virtues and Values in the Professions: Established Doctors - COPY

Page One





This research is taking place within the Jubilee Centre for Character and Values, an interdisciplinary research centre focussing on character, virtues and values, based at the University of Birmingham. This survey forms part of the Centre's research project on Virtues and Values in the Professions, which explores the role of virtues and values in medicine, law and teaching among new trainees, graduates and established professionals.

The survey consists of five sections, four of which are about you and your work environment and should take about ten minutes to complete. The remaining section (Section B) presents you with six professional dilemmas and asks you to make choices and select reasons for your choices. They should take about ten minutes to complete.

Please do not use your browser's 'back' button as this will cause the survey to crash.

If you do not wish to complete the survey in one session there is a 'save and continue' option at the bottom of each page.

More information about the research and your part in it is in the <u>attached document</u>

By completing this survey you are indicating that you have read and understood the attached information about the research project, and that you consent to participate in this research.*

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Section A: Your Character Strengths

This section of the survey is an opportunity for you to consider your character strengths. Below is a list of twenty-four character strengths. Please choose the six strengths which you think best describe the sort of person you are. Please rank these from 1 to 6 (1 = the strongest) by dragging and dropping the six strengths into the right hand column (this format may differ if you are using an iPad or other tablet device). You can adjust the ranking by moving the strengths up and down.*

Drag items from the left-hand list into the right-hand list to order them.

Appreciation of beauty/excellence	***************************************
Bravery	
Creativity	
Curiosity	
Fairness	
Forgiveness	
Gratitude	
Honesty	
Норе	
Humour	
Judgement	
Kindness	
Leadership	
Love	
Love of learning	
Modesty	
Perseverance	
Perspective	
Prudence	
Self-regulation	
Social intelligence	

Spirituality	
Teamwork	
Zest	

Section B: Ethical Dilemmas

In this section we ask you to respond to the kinds of dilemmas that doctors might face in their working lives and provide the reasoning for your responses. There are six scenarios. Each scenario has two or three courses of action and you should assume that all are equally available to you. Imagine yourself to be the doctor and select one course of action for each scenario. You will then be asked to rank possible reasons for your choice.

The Elderly Patient

You are a GP, and are called out on a home visit to an 87 year old patient - Mr G. - whom you have not met before. From his patient history, you see that he has an existing heart condition.

You find him experiencing severe chest pains and shortness of breath, as well as low blood pressure. During your assessment, he appears to be deteriorating. You judge that he is having a heart attack, and that there is a strong chance he may die soon.

You believe the best option would be to admit him to hospital immediately. However, despite extensive explanations from you, Mr G. is adamant he does not want to go to the hospital but wants to stay in his own home.

What would you do?*

- Admit Mr G. to hospital
- Do not admit Mr G. to hospital and arrange end of life care at home

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You chose to admit Mr G. to hospital. Please rank the three answers that best match your reasons from 1 to 3 (1 = the most important).*

Drag items from the left-hand list into the right-hand list to order them.

This is the best medical option for Mr G.

Mr G. is distressed and not in the best position to make this decision.

If you do not admit Mr G. and he dies, you might face consequences in the Coroner's Court.

Your diagnosis may not be correct and you don't want to take the chance with Mr G's life.

If Mr G. dies you will feel guilty for not having done all you could to save him.

This is what GPs are expected to do.

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You chose not to admit Mr G. to hospital and arranged end of life care at home. Please rank the **three** answers that best match your reasons from 1 to 3 (1 = the most important).*

Drag items from the left-hand list into the right-hand list to order them.

You should respect Mr G. by accepting his wishes.

Mr G. is quite likely to die anyway, so he may as well be allowed to stay at home.

Trying to treat Mr G. against his own wishes is not the best use of the hospital's resources.

You are confident you will be able to give effective end of life care for Mr G. at home.

This is the kindest option for Mr G.

Professional guidance states that if the patient is capable you should comply with their wishes.

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The Blood Transfusion

You are a surgeon performing an emergency bowel operation. Shortly after you start operating, a nurse arrives with the news that the patient's relatives are Jehovah's Witnesses and says that your patient is also a Jehovah's Witness. Jehovah's Witnesses cannot accept blood transfusion and you know that the accepted medical protocol is to consent to their wishes in this regard.

During the operation a major life-threatening blood loss occurs and the anaesthetist demands that a blood transfusion be carried out. Without it the patient will die.

What would you do?*

- Perform the transfusion
- Do not perform the transfusion

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You chose to perform the transfusion and tell the patient afterwards. As before, please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.

You think it better to save your patient's life than to accept the relatives' wishes.

It is the best medical option and the only one which can save your patient.

You can live with the consequences better than if you had simply let your patient die.

You cannot be certain that the

relatives have correctly expressed the patient's wishes.

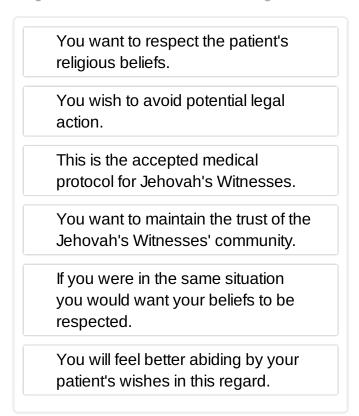
You deem the patient's religious beliefs to be irrational.

You want to protect yourself from possible professional criticism.

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You chose not to perform the transfusion. As before, please rank the three answers that best match the reasons for your decision. *

Drag items from the left-hand list into the right-hand list to order them.



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The HIV-Positive Patient

Mrs H. has been your patient for four years. Recent testing shows that she is HIV positive. She has asked you, under no circumstances, to disclose her HIV status to anyone.

A few weeks later, her husband joins the practice and discusses having a vasectomy so that he no

longer needs to use condoms for birth control. You realise, during your conversation with Mr H, that he is unaware of his wife's HIV status or the risk that poses for him.

When you try to urge Mrs H. to disclose her condition to her husband, she refuses, saying that she will do so when she 'is ready'.

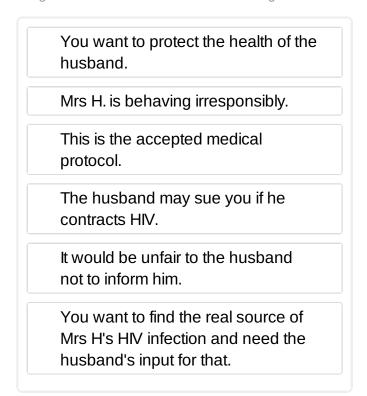
What would you do? *

- Inform the husband
- Do not inform the husband

New Page

You chose to inform the husband. Please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.



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You chose not to inform the husband. Please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.

Mrs H's wishes should be respected. You should maintain patient confidentiality. There may be consequences for your professional career if Mrs H. reports you for breaking patient confidentiality. You will ruin Mrs H's trust in you and your doctor-patient relationship with her. The practice may get into trouble if it becomes known that it breaches confidentiality. It would be easier for you not to inform the husband.

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The Attractive Patient

You have just taken over a single-handed general practice in a small, isolated community. You have always wanted a rural practice, and hope someday to marry and raise children there.

M is an attractive, intelligent, level-headed patient whose family has lived in the community for generations. M is also a member of the hiking club you have joined.

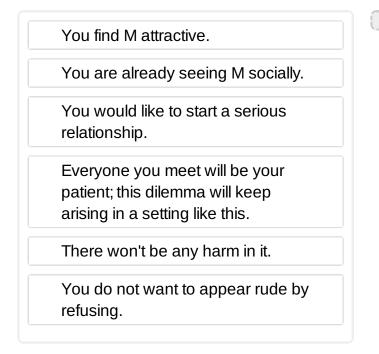
You have been treating M for some time for a skin condition, which appears to be clearing up. Although visits will continue to be necessary for monitoring, the patient is substantially improved. At the end of a visit, M smiles warmly and invites you to dinner, clearly showing an interest in being more than your patient.

What would you do? *

- Accept the invitation
- Do not accept the invitation

You chose to accept M's invitation. Please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.



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You chose to decline M's invitation. Please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.

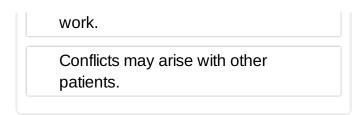
This is what is suggested by the 'Good Medical Practice' guidelines.

You want to preserve the professional doctor-patient relationship.

Your career may be damaged if this gets out.

Gossip and even scandal may ensue.

You may end up in an awkward situation if the relationship does not



The Junior Doctor

You are a junior doctor on call at a local hospital. A colleague arrives at the hospital to take over from you, smelling of alcohol. This is not the first time this colleague has arrived at work smelling of alcohol.

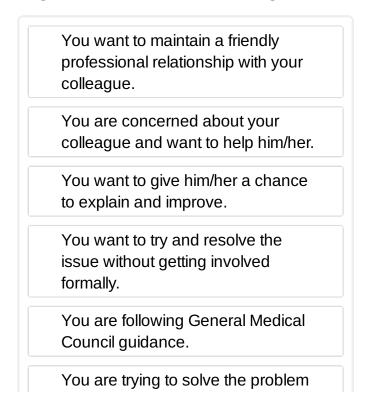
What would you do? *

- Speak to your colleague privately
- Speak to the supervising consultant

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You chose to speak to your colleague. Please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.



without damaging your colleague's career.

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You chose to speak to the supervising consultant. Please rank the three answers that best match the reasons for your decision. *

Drag items from the left-hand list into the right-hand list to order them.

You want to avoid potentially harmful consequences for patient safety.

There may be risks for you personally if you do not report him/her.

It is not your responsibility to deal directly with your colleague.

NHS policy encourages whistleblowing—you would be following guidance.

No harm will be done to your professional relationship with your colleague, as you will report him/her confidentially.

Acting now will protect your colleague's reputation.

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The Flu Vaccine

The local public health authority has issued a warning that a flu epidemic is anticipated in the winter months. They acknowledge a low supply of flu vaccine, and advise that people under 5 and over 65 years old be given priority in anticipation of severe shortages in the vaccine supply.

Ms A, a worried 23 year-old single parent who holds down two jobs to support her family, makes an

appointment to see you. Although in good health, Ms A. requests a flu vaccine, saying, "I simply can't catch the flu this season. My boss has already told me that any time off work over Christmas and I'll be out of a job!"

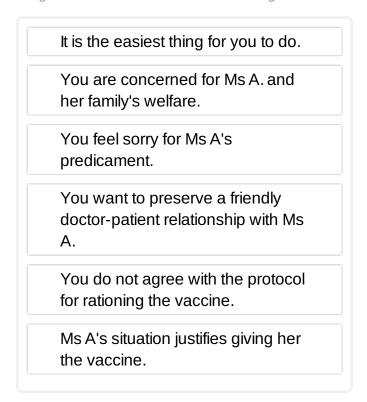
What would you do? *

- Vaccinate Ms A.
- Do not vaccinate Ms A.

New Page

You chose to vaccinate Ms A. Please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.



New Page

You chose not to vaccinate Ms A. Please rank the three answers that best match the reasons for your decision.*

Drag items from the left-hand list into the right-hand list to order them.

This is what the protocol says.

You are potentially denying someone in greater need.

There is no realistic health benefit to Ms A.

You are setting a precedent and may potentially be flooded with requests for the vaccine.

If you were to breach the agreed protocol you could endanger your professional reputation.

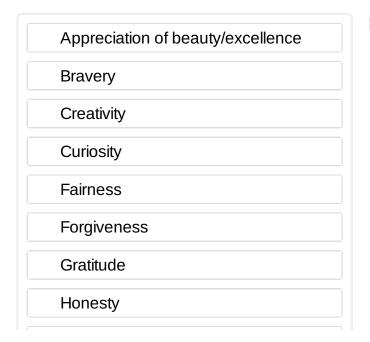
Ms A's reasons for having the vaccine are neither compelling nor appropriate.

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Section C: The Good Doctor

This section asks you to think about what sort of person makes a good doctor. Below is a list of twenty-four character strengths. Please choose the six which you think best describe a good doctor. Please rank these from 1 to 6 (1 = the strongest) by dragging and dropping the six strengths into the right hand column (this format may differ if you are using an iPad or other tablet device). You can adjust the ranking by moving the strengths up and down.*

Drag items from the left-hand list into the right-hand list to order them.



Humour	
Judgement	
Kindness	
Leadership	
Love	
Love of learning	
Modesty	
Perseverance	
Perspective	
Prudence	
Self-regulation	
Social intelligence	
Spirituality	
Teamwork	
Zest	
ou think of a doctor voll have me	et who shows many of these character strengths? If so, pleas
_	ey show these strengths in their work.

Hope

Section D: Your Work Environment

For each of the statements below please indicate how often this has been the case in the environment in which you work.*

Sometimes Always Mostly Rarely Never I am motivated to work to the best of my ability * I experience stress * My colleagues help and support me * I am not treated fairly * I am able to apply my own ideas in my work I am able to act in the best interests of my patients * My work involves tasks that are in conflict with my personal values * My work requires that I hide my feelings * I do not have time to do my work to a standard I believe is right * I feel 'at home' in my workplace * I have the feeling of doing useful work * I am emotionally involved in my work * I have the resources to do my work to a standard I believe is right * I am able to influence decisions that are important for my work * At work it is difficult to do the right thing *

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Section E: About You

This final section asks about you, your training and your career. This information will help us understand whether these characteristics have an impact on your response to the questions in the survey.

Are you:				
Female	Male			

What is your age?			
What is your ethnicity? (Catego	ries from 2011 UK Cens	sus)	
Please Select White English/Welsh/Scottish/No Irish Gypsy or Irish Traveller Any other White backgrou White and Black Caribbea White and Black African White and Asian Any other mixed or multipl Asian/Asian British Indian Pakistani Bangladeshi Chinese Any other Asian backgrou Black/African/Caribbean/E	ind ips in e background		
What is your religion?			
Buddhism	O Islam	None	
Christianity	Judaism	Other religion (please	
Hinduism	Sikhism	specify)	
New Page			
Do you practice your religion?			
O Yes O No			

Α	re	yo	u:

0	Atheist		Agnostic	Humanist	
0	Other (ple	ase	specify)		

What is your country of citizenship?

Please Selec	t	•
United Kingdon	n	
Afghanistan		
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Andorra		
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Antigua and Ba	ırbuda	
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Botswana		
Brazil		
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Bulgaria		
Burkina Faso		
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Cameroon		
Canada		
Cape Verde		
Central African	Republic	
Chad		
Chile		

China Colombia Comoros Congo, Democratic Republic of the Congo, Republic of the Costa Rica Cote d'Ivoire Croatia Cuba Curacao Cyprus Czech Republic Denmark Djibouti Dominica Dominican Republic East Timor (see Timor-Leste) **Ecuador Egypt** El Salvador **Equatorial Guinea** Eritrea Estonia Ethiopia Fiji **Finland** France Gabon Gambia, The Georgia Germany Ghana Greece Grenada Guatemala Guinea Guinea-Bissau Guyana Haiti Holy See Honduras Hong Kong Hungary Iceland India Indonesia Iran

Iraq Ireland Israel

Italy Jamaica Japan Jordan Kazakhstan Kenya Kiribati Kosovo Kuwait Kyrgyzstan Laos Latvia Lebanon Lesotho Liberia Libya Liechtenstein Lithuania Luxembourg Macau Macedonia Madagascar Malawi Malaysia Maldives Mali Malta Marshall Islands Mauritania Mauritius Mexico Micronesia Moldova Monaco Mongolia Montenegro Morocco Mozambique Namibia Nauru Nepal Netherlands **Netherlands Antilles** New Zealand Nicaragua

Niger Nigeria North Korea Norway

Oman **Pakistan**

ı unsunı Palau Palestinian Territories Panama Papua New Guinea Paraguay Peru **Philippines** Poland Portugal Qatar Romania Russia Rwanda Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Samoa San Marino Sao Tome and Principe Saudi Arabia Senegal Serbia Seychelles Sierra Leone Singapore Slovakia Slovenia Solomon Islands Somalia South Africa South Korea South Sudan Spain Sri Lanka Sudan Suriname Swaziland Sweden Switzerland Syria Taiwan Tajikistan Tanzania Thailand Timor-Leste Togo Tonga Trinidad and Tobago Tunisia Turkey

Turkmenistan
Tuvalu
Uganda
Ukraine
United Arab Emirates
United States
Uruguay
Uzbekistan
Vanuatu
Venezuela
Vietnam
Yemen
Zambia

In what country did you attend medical school?

• -- Please Select --**United Kingdom** Afghanistan Albania Algeria Andorra Angola Antigua and Barbuda Argentina Armenia Australia Austria Azerbaijan Bahamas, The Bahrain Bangladesh Barbados Belarus Belgium Belize Benin Bhutan Bolivia Bosnia and Herzegovina Botswana Brazil Brunei Bulgaria Burkina Faso Burma Burundi Cambodia

Cameroon

Canada Cape Verde Central African Republic Chad Chile China Colombia Comoros Congo, Democratic Republic of the Congo, Republic of the Costa Rica Cote d'Ivoire Croatia Cuba Curacao Cyprus Czech Republic Denmark Djibouti Dominica Dominican Republic East Timor (see Timor-Leste) **Ecuador** Egypt El Salvador **Equatorial Guinea** Eritrea Estonia Ethiopia Fiji **Finland** France Gabon Gambia, The Georgia Germany Ghana Greece Grenada Guatemala Guinea Guinea-Bissau Guyana Haiti Holy See Honduras Hong Kong Hungary Iceland India Indonacia

แนบแรงเล Iran Iraq Ireland Israel Italy Jamaica Japan Jordan Kazakhstan Kenya Kiribati Kosovo Kuwait Kyrgyzstan Laos Latvia Lebanon Lesotho Liberia Libya Liechtenstein Lithuania Luxembourg Macau Macedonia Madagascar Malawi Malaysia Maldives Mali Malta Marshall Islands Mauritania Mauritius Mexico Micronesia

> Moldova Monaco Mongolia Montenegro Morocco Mozambique Namibia Nauru Nepal

Netherlands

New Zealand Nicaragua Niger

Netherlands Antilles

Nigeria North Korea Norway Oman Pakistan Palau Palestinian Territories Panama Papua New Guinea Paraguay Peru **Philippines** Poland Portugal Qatar Romania Russia Rwanda Saint Kitts and Nevis Saint Lucia Samoa San Marino Saudi Arabia Senegal Serbia Seychelles Sierra Leone Singapore

Saint Vincent and the Grenadines

Sao Tome and Principe

Slovakia

Slovenia

Solomon Islands

Somalia

South Africa

South Korea

South Sudan

Spain

Sri Lanka

Sudan

Suriname

Swaziland

Sweden

Switzerland

Syria

Taiwan

Tajikistan

Tanzania

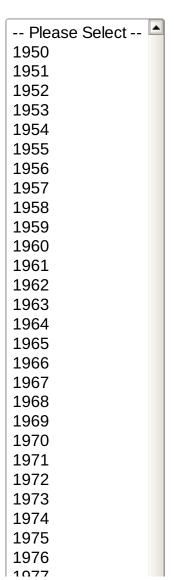
Thailand

Timor-Leste

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iogo Tonga Trinidad and Tobago Tunisia Turkey Turkmenistan Tuvalu Uganda Ukraine **United Arab Emirates United States** Uruguay Uzbekistan Vanuatu Venezuela Vietnam Yemen Zambia

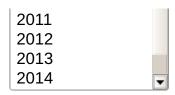
In what year did you complete medical school?



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In what year did you obtain full GMC registration?

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-- Please Select -- 1950
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1958
1959
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For how many years have you worked as a doctor?

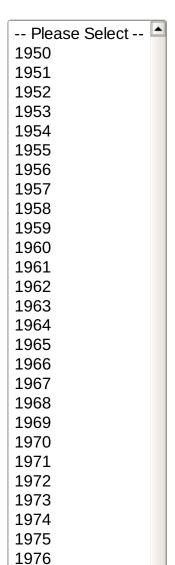
Less than 5 years5-10 years11-20 yearsMore than 20 years

Have you obtained your CCT/GP equivalent?

O Yes O No

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In what year did you obtain your CCT/GP equivalent?



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2014
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What is your main specialty? (GMC approved single specialties, 2011)

Please Select Anaesthetics Emergency Medicine General Practice Intensive Care Medicine Obstetrics and Gynaecology Occupational Medicine Opthalmology Paediatrics Pathology Physicianly Specialties Psychology Public Health Radiology and Oncology Surgical Specialties
What is your current job title?
Do you mainly work in:
The NHS Private practice
Other (please specify)
New Page Prior to training as a doctor had you completed another higher education qualification?
O Yes O No
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What is the level of this previous qualification? (If you completed your qualification outside the UK please select the equivalent UK qualification).
Higher National Certificate (HNC)
 Higher National Diploma (HND)/Foundation Degree Bachelors Masters
 Doctorate

What is the subject area of this qualification?



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Prior to beco	coming a doctor had you worked in any other occupation(s) for more than on	e year?
Yes	O No	
New Pa	age	
If yes, which	h occupation(s)?	

For how many years?



describe your i	easons for end	ulcai professi	OII.	

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Invitation to be interviewed

We wish to interview some participants to explore the issues addressed in this survey in greater depth. An interview may be conducted in person or by telephone at a date and time convenient to you. Its length will largely depend on you, but need take no longer than 30 minutes.

Are you willing to be interviewed? *

Yes

Thank you. Please write your name and contact details (email and/or telephone) so that a member of the research team can get in touch to arrange the interview. We will not link your name to the survey answers you have provided in a way that will allow others to recognise you.

Name	
Email address	
Telephone number	

Thank You!

Thank you for taking part in this survey. Your response is very important to us.

If you would like to discuss the survey further, please contact a member of the research team:

Professor Hywel Thomas: h.r.thomas@bham.ac.uk

Dr Luca Badini Confalonieri: l.badiniconfalonieri@bham.ac.uk

Dr Demelza Jones: d.j.jones@bham.ac.uk

If you are interested in the Virtues and Values in the Professions project you can find out more by visiting the website of the <u>Jubilee Centre for Character and Values</u>.



