

Virtues and Values in the Professions: Established Doctors - COPY

Page One



UNIVERSITY OF
BIRMINGHAM

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 [attached document](#)

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. *

I agree I disagree

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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
Hope
Humour
Judgement
Kindness
Leadership
Love
Love of learning
Modesty
Perseverance
Perspective
Prudence
Self-regulation
Social intelligence

--

Spirituality

Teamwork

Zest

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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

New Page

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.

New Page

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.

You want to respect the patient's religious beliefs.

You wish to avoid potential legal action.

This is the accepted medical protocol for Jehovah's Witnesses.

You want to maintain the trust of the Jehovah's Witnesses' community.

If you were in the same situation you would want your beliefs to be respected.

You will feel better abiding by your patient's wishes in this regard.

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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.

You want to protect the health of the husband.

Mrs H. is behaving irresponsibly.

This is the accepted medical protocol.

The husband may sue you if he contracts HIV.

It would be unfair to the husband not to inform him.

You want to find the real source of Mrs H's HIV infection and need the husband's input for that.

New Page

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
-

New Page

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.

You find M attractive.

You are already seeing M socially.

You would like to start a serious relationship.

Everyone you meet will be your patient; this dilemma will keep arising in a setting like this.

There won't be any harm in it.

You do not want to appear rude by refusing.

New Page

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

work.

Conflicts may arise with other patients.

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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

New Page

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.

You want to maintain a friendly professional relationship with your colleague.

You are concerned about your colleague and want to help him/her.

You want to give him/her a chance to explain and improve.

You want to try and resolve the issue without getting involved formally.

You are following General Medical Council guidance.

You are trying to solve the problem



without damaging your colleague's career.

New Page

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.

It is the easiest thing for you to do.

You are concerned for Ms A. and her family's welfare.

You feel sorry for Ms A's predicament.

You want to preserve a friendly doctor-patient relationship with Ms A.

You do not agree with the protocol for rationing the vaccine.

Ms A's situation justifies giving her the vaccine.

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.

Appreciation of beauty/excellence

Bravery

Creativity

Curiosity

Fairness

Forgiveness

Gratitude

Honesty

Hope

Humour

Judgement

Kindness

Leadership

Love

Love of learning

Modesty

Perseverance

Perspective

Prudence

Self-regulation

Social intelligence

Spirituality

Teamwork

Zest

Can you think of a doctor you have met who shows many of these character strengths? If so, please use the box below to describe how they show these strengths in their work.

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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. *

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

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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? *(Categories from 2011 UK Census)*

-- Please Select --

White
English/Welsh/Scottish/Northern Irish/British
Irish
Gypsy or Irish Traveller
Any other White background

Mixed/Multiple ethnic groups
White and Black Caribbean
White and Black African
White and Asian
Any other mixed or multiple background

Asian/Asian British
Indian
Pakistani
Bangladeshi
Chinese
Any other Asian background

Black/African/Caribbean/Black British

What is your religion?

- Buddhism Islam None
- Christianity Judaism Other religion (please
specify)
- Hinduism Sikhism

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Do you practice your religion?

- Yes No

New Page

Are you:

Atheist Agnostic Humanist

Other (please specify)

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What is your country of citizenship?

-- 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
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
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Maldives
Mali
Malta
Marshall Islands
Mauritania
Mauritius
Mexico
Micronesia
Moldova
Monaco
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Montenegro
Morocco
Mozambique
Namibia
Nauru
Nepal
Netherlands
Netherlands Antilles
New Zealand
Nicaragua
Niger
Nigeria
North Korea
Norway
Oman
Pakistan

TURKISH

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
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Guinea-Bissau
Guyana
Haiti
Holy See
Honduras
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Italy
Jamaica
Japan
Jordan
Kazakhstan
Kenya
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Kosovo
Kuwait
Kyrgyzstan
Laos
Latvia
Lebanon
Lesotho
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Lithuania
Luxembourg
Macau
Macedonia
Madagascar
Malawi
Malaysia
Maldives
Mali
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Marshall Islands
Mauritania
Mauritius
Mexico
Micronesia
Moldova
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Morocco
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New Zealand
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Palau
Palestinian Territories
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Papua New Guinea
Paraguay
Peru
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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
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Suriname
Swaziland
Sweden
Switzerland
Syria
Taiwan
Tajikistan
Tanzania
Thailand
Timor-Leste
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Trinidad and Tobago
Tunisia
Turkey
Turkmenistan
Tuvalu
Uganda
Ukraine
United Arab Emirates
United States
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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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2014

For how many years have you worked as a doctor?

- Less than 5 years 5-10 years 11-20 years More than 20 years

Have you obtained your CCT/GP equivalent?

- Yes No

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

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- 2013
- 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
- Ophthalmology
- 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)

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Prior to training as a doctor had you completed another higher education qualification?

Yes 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?

-- Please Select --

- Agriculture and Food Studies
- Architecture, Building and Planning
- Biological Sciences
- Business and Administration
- Creative Arts
- Computing Sciences
- Education
- Engineering and Technology
- Historical, Philosophical or Theological Studies
- Languages, Literature or Cultural Studies
- Law
- Mathematics
- Media and Communication Studies
- Medicine and Dentistry
- Physical Sciences
- Social, Economic and Political Studies

New Page

Prior to becoming a doctor had you worked in any other occupation(s) for more than one year?

Yes No

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If yes, which occupation(s)?

For how many years?

-- Please Select --

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

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Please describe your reasons for entering the medical profession.

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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 No

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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 [Jubilee Centre for Character and Values](#).



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