

Abuse Sensitivity

People have different standards when it comes to appropriate behavior at medical schools and teaching hospitals. The following scenarios could represent normal everyday exchanges, helpful learning situations, or inappropriate behavior.

To help us better understand the standards of those at our medical center, please read them and answer the questions that follow. Data will be pooled. Individuals will not be identified.

Scenario #1

You are post-call and at morning rounds. The attending asks you for your differential on a patient. You inadvertently start talking about the wrong patient. The attending calmly and seriously tells you that you are incompetent and asks someone else to answer the question. Please answer the following questions:

1. What do you think about the behavior of the Attending?

Appropriate/ Justified	Appropriate, but annoying	Inappropriate, but not abusive	Inappropriate, slightly abusive	Completely Inappropriate/ Abusive
1	2	3	4	5

2. Of the following choices, what would you be most likely to do about it?

Ignore it		Discuss it with the Attending who called you incompetent		Report the behavior to the Attending's boss or to another person in authority
1	2	3	4	5

Scenario #2

You are rushing to get to noon conference on time when your senior pages you to handle a discharge for him. This has happened 3 times in the last 2 weeks. Please answer the following questions:

3. What do you think about the behavior of the senior?

Appropriate/ Justified	Appropriate, but annoying	Inappropriate, but not abusive	Inappropriate, slightly abusive	Completely Inappropriate/ Abusive
1	2	3	4	5

4. Of the following choices, what would you be most likely to do about it?

Ignore it		Discuss it with the senior who keeps asking you to do the discharges		Report the behavior to the senior's Attending or to another person in authority
1	2	3	4	5

Scenario #3

You have noticed that your Attending seems to be preferentially giving another resident more opportunities to perform procedures than she is giving you. It is almost as if she doesn't trust or like you. Please answer the following questions:

5. What do you think about the behavior of the Attending?

Appropriate/ Justified	Appropriate, but annoying	Inappropriate, but not abusive	Inappropriate, slightly abusive	Completely Inappropriate/ Abusive
1	2	3	4	5

6. Of the following choices, what would you be most likely to do about it?

Ignore it		Discuss it with the Attending who is assigning the procedures to others		Report the behavior to the Attending's boss or to another person in authority
1	2	3	4	5

Scenario #4

One of your Attendings has nicknames for each resident. Many of the nicknames are based on race, gender or sexuality. Behind closed doors, he also has similar nicknames for patients. You can't be sure, but you have thought you've smelled alcohol on his breath a few times. Please answer the following questions:

7. What do you think about the behaviors of the Attending?

Appropriate/ Justified	Appropriate, but annoying	Inappropriate, but not abusive	Inappropriate, slightly abusive	Completely Inappropriate/ Abusive
1	2	3	4	5

8. Of the following choices, what would you be most likely to do about it?

Ignore it	Discuss it with the Attending who uses the nicknames & is possibly drinking on the job.	Report the behaviors to the Attending's boss or to another person in authority		
1	2	3	4	5

Power to Intervene

9. At this point in time in your career, how powerful or powerless do you feel in situations such as the scenarios described above?

Very Powerless	Powerless	In the middle	Powerful	Very Powerful
1	2	3	4	5

Standards Of Behavior

When thinking about appropriate standards of behavior for those who train physicians, please indicate how much you think is reasonable for the following behaviors.

10. At what point would yelling (loud voice, directed at you) constitute abuse in your view?

One Episode	Two Episodes	Frequent Episodes	Constant Episodes	<i>It is never abusive</i>
1	2	3	4	5

11. At what point would swearing (profanity, not directed at a person) constitute abuse in your view?

One Episode	Two Episodes	Frequent Episodes	Constant Episodes	<i>It is never abusive</i>
1	2	3	4	5

12. At what point would constructive criticism constitute abuse in your view?

One Episode	Two Episodes	Frequent Episodes	Constant Episodes	<i>It is never abusive</i>
1	2	3	4	5

13. At what point would name calling (“You are an idiot.”) constitute abuse in your view?

One Episode	Two Episodes	Frequent Episodes	Constant Episodes	<i>It is never abusive</i>
1	2	3	4	5

Demographics (for statistical analyses only)

Your Gender: Female Male

Your current age: _____

Your year of training: PGY1 PGY2 PGY3 PGY4 PGY5 PGY6 PGY7 PGY8

With which of the following specialties do most identify (check only one)?

- | | |
|---|-------------------------------------|
| <input type="checkbox"/> Anesthesiology | <input type="checkbox"/> Ob/Gyn |
| <input type="checkbox"/> Medicine (including Family Medicine, Internal Medicine, ER, Dermatology, all medicine training programs) | <input type="checkbox"/> Pathology |
| <input type="checkbox"/> Neurology & Psychiatry | <input type="checkbox"/> Pediatrics |
| | <input type="checkbox"/> Radiology |
| | <input type="checkbox"/> Surgery |