

Section I

Before we begin, please tell us a little about yourself:

- 1) What is your gender?
 - 1 male
 - 2 female

- 2) In what year of medical training are you? (i.e., 1st year, 2nd year, 3rd year, or 4th year?) _____

Section II

Students often have hopes about how, when they are finally in practice, their careers will work out for them. Below is a list of statements you might hope will describe your own medical career. Please rank on a scale of 1 to 5, how desirable you consider *each* outcome to be for you.

Check the number that corresponds to how desirable each of these outcomes is for you:

Responses are 1 = **Very Undesirable**
 2 = **Somewhat Undesirable**
 3 = **Neither desirable nor undesirable**
 4 = **Somewhat desirable**
 5 = **Very desirable**

	<u>Very Undesirable</u>	<u>Somewhat Undesirable</u>	<u>Neither desirable nor undesirable</u>	<u>Somewhat desirable</u>	<u>Very desirable</u>
1. A career with a <i>short</i> training (residency) period	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
2. A career where I will have opportunities to perform surgery	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
3. A career that, <i>by the nature of my specialty</i> , allows me to be the <u>final arbiter</u> of difficult patient management decisions	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
4. A career with a <i>short</i> work week	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
5. A career where my major focus is discovering <i>new medical treatments or therapy</i>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

Check the number that corresponds to how desirable each of these outcomes is for you:

Responses are 1 = Very Undesirable
2 = Somewhat Undesirable
3 = Neither desirable nor undesirable
4 = Somewhat desirable
5 = Very desirable

	<u>Very Undesirable</u>	<u>Somewhat Undesirable</u>	<u>Neither desirable nor undesirable</u>	<u>Somewhat desirable</u>	<u>Very desirable</u>
6. A career where <i>job-sharing</i> is common-place	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
7. A career where I can <u>direct and foster</u> the research of <i>others</i>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
8. A career where my <u>own</u> research will be fostered	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
9. A career that requires a <i>demanding</i> , but stimulating, training period	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
10. A career where I would have the opportunity to perform technically challenging procedures	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

	<u>Very Undesirable</u>	<u>Somewhat Undesirable</u>	<u>Neither desirable nor undesirable</u>	<u>Somewhat desirable</u>	<u>Very desirable</u>
11. A career where most of my colleagues' research is well <u>funded</u>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
12. A career that offers on-site day-care for children	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
13. A career where research is the <i>main</i> component of my job	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
14. A career where I can practice in a prestigious or well-respected university	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
15. A career with stable, predictable hours	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

Check the number that corresponds to how desirable each of these outcomes is for you:

Responses are 1 = Very Undesirable
2 = Somewhat Undesirable
3 = Neither desirable nor undesirable
4 = Somewhat desirable
5 = Very desirable

	<u>Very Undesirable</u>	<u>Somewhat Undesirable</u>	<u>Neither desirable nor undesirable</u>	<u>Somewhat desirable</u>	<u>Very desirable</u>
16. A career in a specialty practice that not just anyone can do	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
17. A career where a <i>large</i> component of my practice deals with <i>preventive</i> medicine	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
18. A career that allows me to practice in an <i>academic setting</i>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
19. A career in a <i>setting</i> where there is a good <u>history</u> of getting research funded	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
20. A career with part-time or flexible hours	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

Section III

The next few questions pertain to the *type of patients* you would like to see, and the *type of practice* you would prefer once you start your career. *On a scale of 1 to 5, please rank how true, each of these statements are to you.*

Responses are 1 = Not true at all
2 = Somewhat Untrue
3 = Neither true nor untrue
4 = Somewhat true
5 = Very true

	<u>Not true at all</u>	<u>Somewhat Untrue</u>	<u>Neither true nor untrue</u>	<u>Somewhat true</u>	<u>Very true</u>
21. I would like to treat and follow entire <u>families</u> .	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
22. I would prefer to see patients on a short-term basis, in a consultative capacity.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

On a scale of 1 to 5, please rank how true, each of these statements are to you.

Responses are 1 = Not true at all
2 = Somewhat Untrue
3 = Neither true nor untrue
4 = Somewhat true
5 = Very true

	<u>Not true at all</u> 1 <input type="checkbox"/>	<u>Somewhat Untrue</u> 2 <input type="checkbox"/>	<u>Neither true nor untrue</u> 3 <input type="checkbox"/>	<u>Somewhat true</u> 4 <input type="checkbox"/>	<u>Very true</u> 5 <input type="checkbox"/>
23. It is much more <i>fun</i> to practice in a setting where the people with whom you work have a lot in common with you.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
24. I would like to "grow old" with my patients.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
25. It is very <i>important</i> to me that I <u>personally identify</u> with other physicians who will be practicing in my area of interest.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
26. Long-term relationships with my patients is <u>not</u> at all important to me.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
27. In considering a practice, I would look for one where the people already working there have solved many of the problems that worry <i>me</i> (e.g., combining work and a family, combining work and hobbies, getting promoted).	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
28. I demand a career that provides at least enough income to hire a nanny or housekeeper.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
29. I cannot stand the idea of having to deal with patients' psychological or social problems.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
30. I would not even consider a career unless I knew I was going to be very well rewarded (monetarily) for my efforts.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
31. I like the <i>security</i> of working with people who are very similar to me in terms of background and values.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

On a scale of 1 to 5, please rank how true, each of these statements are to you.

Responses are 1 = Not true at all
2 = Somewhat Untrue
3 = Neither true nor untrue
4 = Somewhat true
5 = Very true

	<u>Not true at all</u>	<u>Somewhat Untrue</u>	<u>Neither true nor untrue</u>	<u>Somewhat true</u>	<u>Very true</u>
32. Physicians have a certain image to uphold, and that includes dressing in professional-looking, relatively expensive clothes.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
33. It is <i>very</i> important to me that I have opportunities to practice "heroic" medicine (i.e., pull patients from the "jaws of death").	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
34. Maintaining patients' functioning and well-being is "heroism" enough for me.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
35. Whatever my career, I want it to provide me with enough income to own a vacation home or cabin.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
36. It is <i>very</i> important to me to develop long-term relationships with my patients.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
37. Being an expert is <i>less</i> important to me than treating a <u>wide range</u> of medical problems.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
38. I would be intimidated and worried about my chances for success if I worked in a practice or career where there was no one else like me (e.g., of my gender, race, sexual orientation).	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
39. It will be <i>very</i> important to me to have opportunities to use the latest technological advances in my practice.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
40. I would <i>much</i> prefer to focus on patients' <i>health</i> problems, and leave their social and psychological problems to someone else.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

On a scale of 1 to 5, please rank how true, each of these statements are to you.

Responses are 1 = Not true at all
2 = Somewhat Untrue
3 = Neither true nor untrue
4 = Somewhat true
5 = Very true

	<u>Not true at all</u>	<u>Somewhat Untrue</u>	<u>Neither true nor untrue</u>	<u>Somewhat true</u>	<u>Very true</u>
41. In my practice, it will be <i>very</i> important to me to use my technical and manual <i>skills</i> .	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
42. As a physician, I should be able to afford a house in one of the nicer neighborhoods.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
43. No matter what I do, it is important to me that I make sufficient money to be able to take exotic vacations and to travel.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
44. I am very comfortable making my own way: it would <u>not</u> bother me if I was the only person of my kind (e.g., gender, race, sexual orientation) in my career or practice.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
45. I've really been looking forward to the day I can afford a luxury car.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
46. I would enjoy tending to patients' <i>social</i> and <i>psychological needs</i> <u>as well</u> as to their health problems.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

Table 1. Item numbers, Item, and Factor Loadings for the Medical Students Career-Related Values Scale. FROM: Murdoch M, et. al. Evaluating the psychometric properties of a scale to measure medical students' career-related values. *Academic Medicine* 2001; 76(2):157-165

Item No.	Item	Factor Loading
Biosocial and Bioscientific Orientation		
36.	It is very important to me to develop long-term relationships with my patients.	-0.77
46.	I would enjoy tending to patients' <i>social</i> and <i>psychological needs as well</i> as to their health problems.	-0.72
26.	Long-term relationships with my patients are not at all important to me.	0.73
22.	I would prefer to see patients on a short-term basis, in a consultative capacity.	0.67
24.	I would like to "grow old" with my patients.	-0.67
21.	I would like to treat and follow entire families.	-0.65
40.	I would much prefer to focus on patients' health problems and leave their social and psychological problems to someone else.	0.64
29.	I cannot stand the idea of having to deal with patients' psychological or social problems.	0.63
17.	A career where a large component of my practice deals with preventive medicine	-0.52
37.	Being an expert is less important to me than treating a wide range of medical problems.	-0.44
34.	Maintaining patients' functioning and well-being is "heroism" enough for me.	-0.40
Academic Interest		
08.	A career where my own research will be fostered	0.78
19.	A career in a setting where there is a good history of getting research funded	0.76
07.	A career where I can direct and foster the research of others	0.72
11.	A career where most of my colleagues' research is well funded	0.67
13.	A career where research is the main component of my job	0.61
14.	A career where I can practice in a prestigious or well-respected university	0.59
05.	A career where my major focus is discovering new medical treatments or therapy	0.60
18.	A career that allows me to practice in an academic setting	0.55
Prestige		
10.	A career where I would have the opportunity to perform technically challenging procedures	0.81
02.	A career where I will have opportunities to perform surgery	0.69
41.	In my practice, it will be <i>very</i> important to me to use my technical and manual <i>skills</i> .	0.66
16.	A career in a specialty practice that not just anyone can do	0.57
03.	A career that, by the nature of my specialty, allows me to be the final arbiter of difficult patient management decisions	0.48
39.	It will be very important to me to have opportunities to use the latest technological advances in my practice.	0.48
09.	A career that requires a demanding, but stimulating, training period	0.42
33.	It is very important to me that I have opportunities to practice "heroic" medicine (i.e., pull patients from the "jaws of death").	0.41

Table 1 (cont). Item numbers, Item, and Factor Loadings for the Medical Students Career-Related Values Scale

Item No.	Item	Factor Loading
Income		
45.	I've really been looking forward to the day I can afford a luxury car.	0.62
30.	I would not even consider a career unless I knew I was going to be very well rewarded (monetarily) for my efforts.	0.59
42.	As a physician, I should be able to afford a house in one of the nicer neighborhoods.	0.55
35.	Whatever my career, I want it to provide me with enough income to own a vacation home or cabin.	0.57
43.	No matter what I do, it is important to me that I make sufficient money to be able to take exotic vacations and to travel.	0.57
28.	I demand a career that provides at least enough income to hire a nanny or housekeeper.	0.54
32.	Physicians have a certain image to uphold, and that includes dressing in professional-looking, relatively expensive clothes.	0.48
Avoid Role Strain		
20.	A career with part-time or flexible hours	0.80
15.	A career with stable, predictable hours	0.53
04.	A career with a short work week	0.57
06.	A career where job-sharing is common-place	0.56
12.	A career that offers on-site day-care for children	0.50
01.	A career with a short training (residency) period	0.41
Role Support		
38.	I would be intimidated and worried about my chances for success if I worked in a practice or career where there was no one else like me (e.g., of my gender, race, sexual orientation).	0.59
31.	I like the security of working with people who are very similar to me in terms of background and values.	0.59
44.	I am very comfortable making my own way: it would <u>not</u> bother me if I was the only person of my kind (e.g., gender, race, sexual orientation) in my career or practice. (THIS ITEM IS REVERSE CODED)	0.57
23.	It is much more fun to practice in a setting where the people with whom you work have a lot in common with you.	0.45
27.	In considering a practice, I would look for one where the people already working there have solved many of the problems that worry me (e.g., combining work and a family, combining work and hobbies, getting promoted).	0.41
25.	It is very important to me that I personally identify with other physicians who will be practicing in my area of interest.	0.41

Table 2. Items to be used in Separate, Unipolar scales for Biosocial Orientation and for Bioscientific Orientation

Item No.	Item
Biosocial Orientation	
36.	It is very important to me to develop long-term relationships with my patients.
46.	I would enjoy tending to patients' <i>social</i> and <i>psychological needs</i> <u>as well</u> as to their health problems.
24.	I would like to "grow old" with my patients.
21.	I would like to treat and follow entire families.
17.	A career where a large component of my practice deals with preventive medicine
37.	Being an expert is less important to me than treating a wide range of medical problems.
34.	Maintaining patients' functioning and well-being is "heroism" enough for me.
Bioscientific Orientation	
26.	Long-term relationships with my patients are not at all important to me.
22.	I would prefer to see patients on a short-term basis, in a consultative capacity.
40.	I would much prefer to focus on patients' health problems and leave their social and psychological problems to someone else.
29.	I cannot stand the idea of having to deal with patients' <u>psychological</u> or social problems.