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Supplementary Material

'A sense of self, empowerment and purposefulness': professional diversification and wellbeing in Australian general practitioners

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Appendix 1

Questionnaire

Finding Meaning Through Diversity

Start of Block: Introduction

Q47 Finding Meaning Through Diversity - Survey

The purpose of this study is to explore the relationships between personally meaningful work -task engagement, job diversity, and GPs' burnout/wellbeing. The project is funded through the [funding source redacted] and has been approved by [University name and ethical approval number redacted].

To participate in this project, please complete this survey. The survey will begin with a participant information sheet providing further details about this project and ask you to confirm you have read it and consent to participating. After this, you will be asked a series of questions that should take approximately 10-15 minutes to complete. You will be able to stop the survey and come back to it at a later time. At the conclusion of the survey, you will be able to enter your contact details to request a summary report and/or enter the prize draw in a separate survey. This has been done to preserve the anonymity of your responses.

To initiate the survey, please proceed to the next page.

Page Break

Q1 PARTICIPANT INFORMATION SHEET AND CONSENT FORM

Title: Finding meaning through diversity—exploring the role of career and job diversity in GPs' wellbeing

[Researcher details redacted]

Description of the study

Healthy General Practitioners (GPs) are likely to be more sustainable and offer better care, but many GPs are experiencing burnout, likely from mounting stressors (e.g., workforce shortages, COVID-19). Recent evidence suggests that work diversification and time allocation to meaningful work tasks may buffer burnout, but little research has quantified these effects among GPs. Professional diversification is a practical, widely-applicable strategy that may enhance their wellbeing without threatening continuity of care or workforce pressures. This project, funded through [funding source redacted], will identify relationships between work diversity, values and wellbeing. It will also explore the extent of work diversification among GPs, as well as the enablers and barriers to this faced by GPs. To achieve these aims, an online survey will be distributed to Australian GPs to assess the above and glean practical implications. Results will inform GP registrar training, GP wellbeing support and career counselling, GP related policy, and GP workforce planning and modelling. Purpose of the study This project focuses on exploring the above by identifying the relationship between career diversity, values and wellbeing. We will also explore the extent of career diversification, as well as the enablers and barriers faced by GPs with respect to this. The specific research questions are:

How does the proportion of time that GPs invest in their preferred professional roles relate to their burnout/wellbeing, sense of professional meaningfulness and value fulfilment? How does job diversity relate to burnout/wellbeing, sense of professional meaningfulness and value fulfilment among practising GPs?

What types of medical professional positions do GPs engage in aside from General Practice? What are enablers and barriers with respect to job diversity for GPs?

Benefits of the study

In completing the survey, you will be given a shortlist of your top 3 values based on your responses to a values questionnaire. Additionally, the project's results will be shared with the [redacted] community, with practical strategies to improve wellbeing. These results will be important to inform future GP registrar training and GP wellbeing support and career counselling, as well as implications for GP related policy, GP workforce planning and modelling.

Participant involvement and potential risks

If you agree to participate in the research study, you will be asked to complete the below anonymous online survey that will require approximately 10-15 minutes. The questions will relate to your:

Current level of wellbeing

Sense of professional autonomy

Values

Current professional roles that relate to medicine

Experience of enablers and barriers to career diversification

Sociodemographic characteristics

Participation is entirely voluntary and your responses will be anonymous. Your decision regarding participation in this study will have no effect on your relationship with the research team, the [redacted] or your Regional Training Organisation (if applicable).

The survey asks a question relating to burnout. If you experience any distress whilst completing, or following completion of, this survey, please contact any of the following services for support:

Lifeline – 13 11 14, www.lifeline.org.au Beyond Blue – 1300 22 4636,
www.beyondblue.org.au RACGP's GP Support Program (offered via LifeWorks by
Morneau Shepell) - 1300 361 008, <https://www.racgp.org.au/racgp-membership/member-offers/the-gp-support-program>
State based doctors health services (eg The Victorian Doctors Health Program, Doctors' Health SA, Doctors' Health Advisory Service NSW)

Given that information will be collected using an online survey platform there is a risk that this information may be susceptible to data breaches, hacking attempts and other similar events. Data collected will be anonymous unless you provide identifiable information in the course of the survey. In this instance, complete anonymity cannot be guaranteed. However, the utmost care will be taken to ensure that no personal identifying details are revealed. The confidentiality and privacy of all participants will be upheld and any participants' individual responses to these questions will not be publicly accessible in a personally identifiable manner.

Withdrawal Rights

You may, without any penalty, decline to take part in this research study. If you decide to take part and later change your mind, you may, without any penalty, withdraw without providing an explanation up to the point of submitting your survey responses. Since the survey will be anonymous, it will not be possible to withdraw your responses after submitting them. To withdraw whilst completing the survey, please close your internet browser and leave the online survey at any time. Any submissions that do not have full data for all mandatory questions will be treated as intent to withdraw from the study and will be securely destroyed.

Confidentiality and Privacy

Only researchers listed on this form have access to the individual information provided by you. Privacy and confidentiality will be assured at all times. The research outcomes may be presented at conferences, written up for publication or used for other research purposes as described in this information form. However, the privacy and confidentiality of individuals will be protected at all times. You will not be named, and your individual information will not be identifiable in any research products without your explicit consent. No data, including identifiable, non-identifiable and de-identified datasets, will be shared. The data may be used in future research projects and, in consenting to participate in this study, you are also providing consent for this.

Q37 Data Storage

The information collected may be stored securely on a password protected computer and/or [organization name redacted] server throughout the study. Any identifiable data will be de-identified for data storage purposes unless indicated otherwise. All data will be securely transferred to and stored at [organization name redacted] for five years after publication of the results. Following the required data storage period, all data will be securely destroyed according to university protocols.

Recognition of Contribution / Time / Travel costs

If you would like to participate, in recognition of your contribution and participation time, participants who complete the survey can enter the draw to win 1 of 8 Prezee vouchers. The prize draw is as follows:

1st prize: 1x \$500 Prezee voucher

2nd & 3rd prize: 1x \$250 Prezee voucher

4th, 5th , 6th , 7th and 8th prize: 1x \$100 Prezee voucher

To maintain the anonymity of your response, you will be asked to provide your email address in a separate online form if you would like to enter the prize draw.

How will I receive feedback?

Survey participants will have the option of requesting a summary of the project findings. Again, to request this, you will be asked to provide your email address in a separate online form. In addition, on project completion, a short summary of the outcomes will be published on [organization name redacted] website.

Ethics Committee Approval

The project has been approved by [University name and project number redacted].

Queries and Concerns

Queries or concerns regarding the research can be directed to [Chief Investigator] via [email redacted].

If you have any complaints or reservations about the ethical conduct of this study, you may contact the [University research committee] team via telephone [phone number redacted] or email [email redacted].

Thank you for taking the time to read this information sheet which is yours to keep. If you accept our invitation to be involved in the online survey, please click the below button to acknowledge you have read this information sheet and consent to participate, then follow the prompts.

Yours sincerely,

[Researcher names redacted]



Q36 By completing and submitting this questionnaire, I understand that I am consenting to participate in the research

I agree (1)

End of Block: Introduction

Start of Block: BTI + Autonomy

Q88 The below questions relate to your sense of professional wellbeing and level of professional autonomy

Q21 Please select the label that you think best describes your current state of wellbeing

Burnout (1)

Survival (2)

Fine (3)

Well (4)

Thriving (5)

Q23 Please rate the following statements as they apply to you across all of your professional roles

	Strongly Disagree (1)	Disagree (2)	Somewhat disagree (3)	Neither agree nor disagree (4)	Somewhat agree (5)	Agree (6)	Strongly agree (7)
I am able to choose the nature of the work I perform (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can choose my workload (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am free to plan my work myself (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can choose my work schedule (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: BTI + Autonomy

Start of Block: Values Checklist

Q48























This section of the survey seeks to explore your values.















Values are principles that reflect how you want to behave as a human being, and act as a compass for guiding your decision-making. There is substantial evidence showing that values are important for promoting individuals' wellbeing. Values are distinct from personality traits.

Below are a list of values. When considering the way you want to live your life, consider which values in the list below best complete the sentence "I want to be..."

Read through the list and rate how important each value is to you. There are no right or wrong answers.

Not important	Somewhat Important	Very Important
0	1	2

Accepting: open to, allowing of, or at peace with myself, others, life, my feelings, etc. ()	
Adventurous: willing to create or pursue novel, risky or exciting experiences. ()	
Assertive: calmly, fairly and respectfully standing up for my rights and asking for what I want. ()	
Authentic: being genuine, real, and true to myself. ()	
Caring/self-caring: actively taking care of myself, others, the environment, etc. ()	
Compassionate/self-compassionate: responding kindly to myself or others in pain. ()	
Cooperative: willing to assist and work with others. ()	
Courageous: being brave or bold; persisting in the face of fear, threat, or risk. ()	
Creative: being imaginative, inventive, or innovative. ()	
Curious: being open-minded and interested; willing to explore and discover. ()	
Encouraging: supporting, inspiring, and rewarding behavior I approve of. ()	
Expressive: conveying my thoughts and feelings through what I say and do. ()	
Focused: focused on and engaged in what I am doing. ()	
Fair/just: acting with fairness and justice—toward myself and others. ()	
Flexible: willing and able to adjust and adapt to changing circumstances. ()	
Friendly: warm, open, caring, and agreeable toward others. ()	
Forgiving: letting go of resentments and grudges toward myself or others. ()	
Grateful: being appreciative for what I have received. ()	
Helpful: giving, helping, contributing, assisting, or sharing. ()	
Honest: being honest, truthful, and sincere—with myself and others. ()	
Independent: choosing for myself how I live and what I do. ()	
Industrious: being diligent, hardworking, dedicated. ()	

Kind: being considerate, helpful, or caring—to myself or others. ()	
Loving: showing love, affection, or great care—to myself or others. ()	
Mindful/present: fully present and engaging in whatever I'm doing. ()	
Open: revealing myself, letting people know my thoughts and feelings. ()	
Orderly: being neat and organized. ()	
Persistent/committed: willing to continue, despite problems or difficulties. ()	
Playful: being humorous, fun-loving, light-hearted. ()	
Protective: looking after the safety and security of myself or others. ()	
Respectful/self-respectful: treating myself or others with care and consideration. ()	
Responsible: being trustworthy, reliable, and accountable for my actions. ()	
Skillful: doing things well, utilizing my knowledge, experience, and training. ()	
Supportive: being helpful, encouraging, and available—to myself or others. ()	
Trustworthy: being loyal, honest, faithful, sincere, responsible, and reliable. ()	
Trusting: willing to believe in the honesty, sincerity, reliability, or competence of another. ()	

End of Block: Values Checklist

Start of Block: Values Processing Script



Q49 Please wait whilst we process your responses to that question. This shouldn't take long.

End of Block: Values Processing Script

Start of Block: Very Important Values Shortlisting

Carry Forward Choices Responses – Equal to from "This section of the survey seeks to explore your values. Values are principles that reflect how you want to behave as a human being, and act as a compass for guiding your decision-making. There is substantial evidence showing that values are important for promoting individuals' wellbeing. Values are distinct from personality traits. Below are a list of values. When considering the way you want to live your life, consider which values in the list below best complete the sentence "I want to be..." Read through the list and rate how important each value is to you. There are no right or wrong answers."



Q51 Of the values you identified as 'very important', please select the three most important of those for you from the below list.

Accepting: open to, allowing of, or at peace with myself, others, life, my feelings, etc.

(1)

Adventurous: willing to create or pursue novel, risky or exciting experiences. (2)

Assertive: calmly, fairly and respectfully standing up for my rights and asking for what I want. (3)

Authentic: being genuine, real, and true to myself. (4)

Caring/self-caring: actively taking care of myself, others, the environment, etc. (5)

Compassionate/self-compassionate: responding kindly to myself or others in pain. (6)

Cooperative: willing to assist and work with others. (7)

Courageous: being brave or bold; persisting in the face of fear, threat, or risk. (8)

Creative: being imaginative, inventive, or innovative. (9)

Curious: being open-minded and interested; willing to explore and discover. (10)

Encouraging: supporting, inspiring, and rewarding behavior I approve of. (11)

- Expressive: conveying my thoughts and feelings through what I say and do. (12)
- Focused: focused on and engaged in what I am doing. (13)
- Fair/just: acting with fairness and justice—toward myself and others. (14)
- Flexible: willing and able to adjust and adapt to changing circumstances. (15)
- Friendly: warm, open, caring, and agreeable toward others. (16)
- Forgiving: letting go of resentments and grudges toward myself or others. (17)
- Grateful: being appreciative for what I have received. (18)
- Helpful: giving, helping, contributing, assisting, or sharing. (19)
- Honest: being honest, truthful, and sincere—with myself and others. (20)
- Independent: choosing for myself how I live and what I do. (21)
- Industrious: being diligent, hardworking, dedicated. (22)
- Kind: being considerate, helpful, or caring—to myself or others. (23)
- Loving: showing love, affection, or great care—to myself or others. (24)

- Mindful/present: fully present and engaging in whatever I'm doing. (25)
- Open: revealing myself, letting people know my thoughts and feelings. (26)
- Orderly: being neat and organized. (27)
- Persistent/committed: willing to continue, despite problems or difficulties. (28)
- Playful: being humorous, fun-loving, light-hearted. (29)
- Protective: looking after the safety and security of myself or others. (30)
- Respectful/self-respectful: treating myself or others with care and consideration. (31)
- Responsible: being trustworthy, reliable, and accountable for my actions. (32)
- Skillful: doing things well, utilizing my knowledge, experience, and training. (33)
- Supportive: being helpful, encouraging, and available—to myself or others. (34)
- Trustworthy: being loyal, honest, faithful, sincere, responsible, and reliable. (35)
- Trusting: willing to believe in the honesty, sincerity, reliability, or competence of another. (36)

End of Block: Very Important Values Shortlisting

Start of Block: Value Shortlisting Script

JS

Q87 Thank you for answering those questions. The next questions examine the degree to which you are fulfilling your values.

End of Block: Value Shortlisting Script

Start of Block: Important Values Shortlisting 2

Carry Forward Choices Responses – Equal to from "This section of the survey seeks to explore your values. Values are principles that reflect how you want to behave as a human being, and act as a compass for guiding your decision-making. There is substantial evidence showing that values are important for promoting individuals' wellbeing. Values are distinct from personality traits. Below are a list of values. When considering the way you want to live your life, consider which values in the list below best complete the sentence "I want to be..." Read through the list and rate how important each value is to you. There are no right or wrong answers."

* X→

Q84 We have recorded the two values that you identified as 'very important' to you. Please also select the one value from the below list that is most important to you.

Accepting: open to, allowing of, or at peace with myself, others, life, my feelings, etc.

(1)

Adventurous: willing to create or pursue novel, risky or exciting experiences. (2)

Assertive: calmly, fairly and respectfully standing up for my rights and asking for what I want. (3)

Authentic: being genuine, real, and true to myself. (4)

Caring/self-caring: actively taking care of myself, others, the environment, etc. (5)

Compassionate/self-compassionate: responding kindly to myself or others in pain. (6)

Cooperative: willing to assist and work with others. (7)

Courageous: being brave or bold; persisting in the face of fear, threat, or risk. (8)

Creative: being imaginative, inventive, or innovative. (9)

Curious: being open-minded and interested; willing to explore and discover. (10)

Encouraging: supporting, inspiring, and rewarding behavior I approve of. (11)

- Expressive: conveying my thoughts and feelings through what I say and do. (12)
- Focused: focused on and engaged in what I am doing. (13)
- Fair/just: acting with fairness and justice—toward myself and others. (14)
- Flexible: willing and able to adjust and adapt to changing circumstances. (15)
- Friendly: warm, open, caring, and agreeable toward others. (16)
- Forgiving: letting go of resentments and grudges toward myself or others. (17)
- Grateful: being appreciative for what I have received. (18)
- Helpful: giving, helping, contributing, assisting, or sharing. (19)
- Honest: being honest, truthful, and sincere—with myself and others. (20)
- Independent: choosing for myself how I live and what I do. (21)
- Industrious: being diligent, hardworking, dedicated. (22)
- Kind: being considerate, helpful, or caring—to myself or others. (23)
- Loving: showing love, affection, or great care—to myself or others. (24)

- Mindful/present: fully present and engaging in whatever I'm doing. (25)
- Open: revealing myself, letting people know my thoughts and feelings. (26)
- Orderly: being neat and organized. (27)
- Persistent/committed: willing to continue, despite problems or difficulties. (28)
- Playful: being humorous, fun-loving, light-hearted. (29)
- Protective: looking after the safety and security of myself or others. (30)
- Respectful/self-respectful: treating myself or others with care and consideration. (31)
- Responsible: being trustworthy, reliable, and accountable for my actions. (32)
- Skillful: doing things well, utilizing my knowledge, experience, and training. (33)
- Supportive: being helpful, encouraging, and available—to myself or others. (34)
- Trustworthy: being loyal, honest, faithful, sincere, responsible, and reliable. (35)
- Trusting: willing to believe in the honesty, sincerity, reliability, or competence of another. (36)

End of Block: Important Values Shortlisting 2

Start of Block: Important Values Shortlisting 1

Carry Forward Choices Responses – Equal to from "This section of the survey seeks to explore your values. Values are principles that reflect how you want to behave as a human being, and act as a compass for guiding your decision-making. There is substantial evidence showing that values are important for promoting individuals' wellbeing. Values are distinct from personality traits. Below are a list of values. When considering the way you want to live your life, consider which values in the list below best complete the sentence "I want to be..." Read through the list and rate how important each value is to you. There are no right or wrong answers."



Q85 We have recorded the one value that you identified as 'very important' to you. Please also select the two values from the below list that are most important to you.

Accepting: open to, allowing of, or at peace with myself, others, life, my feelings, etc.

(1)

Adventurous: willing to create or pursue novel, risky or exciting experiences. (2)

Assertive: calmly, fairly and respectfully standing up for my rights and asking for what I want. (3)

Authentic: being genuine, real, and true to myself. (4)

Caring/self-caring: actively taking care of myself, others, the environment, etc. (5)

Compassionate/self-compassionate: responding kindly to myself or others in pain. (6)

Cooperative: willing to assist and work with others. (7)

Courageous: being brave or bold; persisting in the face of fear, threat, or risk. (8)

Creative: being imaginative, inventive, or innovative. (9)

Curious: being open-minded and interested; willing to explore and discover. (10)

Encouraging: supporting, inspiring, and rewarding behavior I approve of. (11)

- Expressive: conveying my thoughts and feelings through what I say and do. (12)
- Focused: focused on and engaged in what I am doing. (13)
- Fair/just: acting with fairness and justice—toward myself and others. (14)
- Flexible: willing and able to adjust and adapt to changing circumstances. (15)
- Friendly: warm, open, caring, and agreeable toward others. (16)
- Forgiving: letting go of resentments and grudges toward myself or others. (17)
- Grateful: being appreciative for what I have received. (18)
- Helpful: giving, helping, contributing, assisting, or sharing. (19)
- Honest: being honest, truthful, and sincere—with myself and others. (20)
- Independent: choosing for myself how I live and what I do. (21)
- Industrious: being diligent, hardworking, dedicated. (22)
- Kind: being considerate, helpful, or caring—to myself or others. (23)
- Loving: showing love, affection, or great care—to myself or others. (24)

- Mindful/present: fully present and engaging in whatever I'm doing. (25)
- Open: revealing myself, letting people know my thoughts and feelings. (26)
- Orderly: being neat and organized. (27)
- Persistent/committed: willing to continue, despite problems or difficulties. (28)
- Playful: being humorous, fun-loving, light-hearted. (29)
- Protective: looking after the safety and security of myself or others. (30)
- Respectful/self-respectful: treating myself or others with care and consideration. (31)
- Responsible: being trustworthy, reliable, and accountable for my actions. (32)
- Skillful: doing things well, utilizing my knowledge, experience, and training. (33)
- Supportive: being helpful, encouraging, and available—to myself or others. (34)
- Trustworthy: being loyal, honest, faithful, sincere, responsible, and reliable. (35)
- Trusting: willing to believe in the honesty, sincerity, reliability, or competence of another. (36)

End of Block: Important Values Shortlisting 1

Start of Block: Important Values Shortlisting 0

Carry Forward Choices Responses – Equal to from "This section of the survey seeks to explore your values. Values are principles that reflect how you want to behave as a human being, and act as a compass for guiding your decision-making. There is substantial evidence showing that values are important for promoting individuals' wellbeing. Values are distinct from personality traits. Below are a list of values. When considering the way you want to live your life, consider which values in the list below best complete the sentence "I want to be..." Read through the list and rate how important each value is to you. There are no right or wrong answers."



Q86 Please select the three values from the below list that are most important to you.

Accepting: open to, allowing of, or at peace with myself, others, life, my feelings, etc.

(1)

Adventurous: willing to create or pursue novel, risky or exciting experiences. (2)

Assertive: calmly, fairly and respectfully standing up for my rights and asking for what I want. (3)

Authentic: being genuine, real, and true to myself. (4)

Caring/self-caring: actively taking care of myself, others, the environment, etc. (5)

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Curious: being open-minded and interested; willing to explore and discover. (10)

Encouraging: supporting, inspiring, and rewarding behavior I approve of. (11)

Expressive: conveying my thoughts and feelings through what I say and do. (12)

Focused: focused on and engaged in what I am doing. (13)

Fair/just: acting with fairness and justice—toward myself and others. (14)

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Helpful: giving, helping, contributing, assisting, or sharing. (19)

Honest: being honest, truthful, and sincere—with myself and others. (20)

Independent: choosing for myself how I live and what I do. (21)

Industrious: being diligent, hardworking, dedicated. (22)

Kind: being considerate, helpful, or caring—to myself or others. (23)

Loving: showing love, affection, or great care—to myself or others. (24)

- Mindful/present: fully present and engaging in whatever I'm doing. (25)
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- Supportive: being helpful, encouraging, and available—to myself or others. (34)
- Trustworthy: being loyal, honest, faithful, sincere, responsible, and reliable. (35)
- Trusting: willing to believe in the honesty, sincerity, reliability, or competence of another. (36)

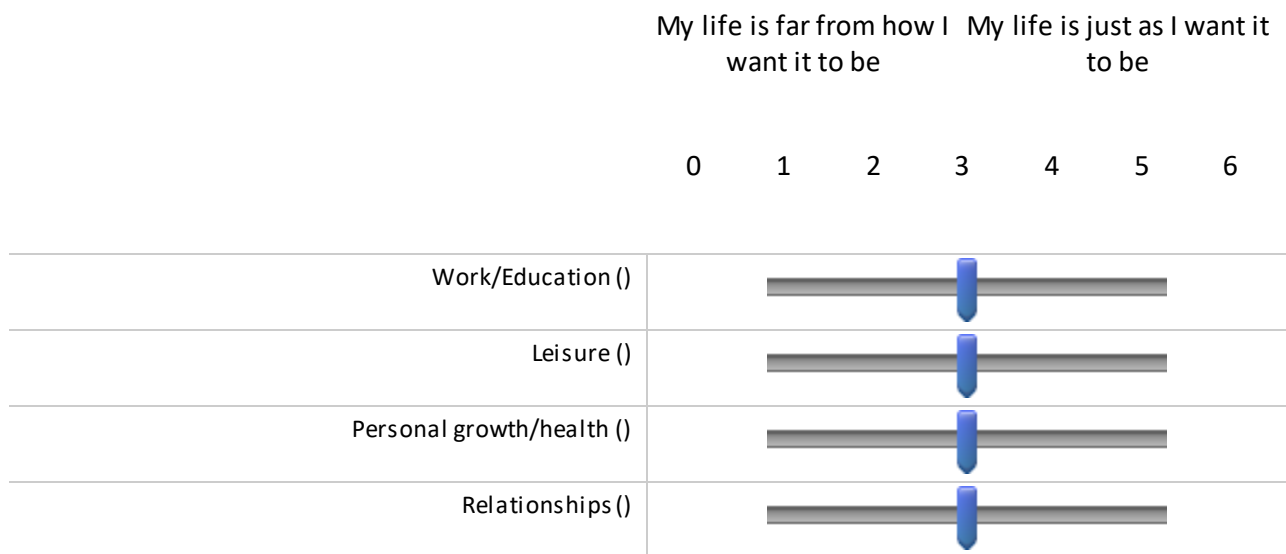
End of Block: Important Values Shortlisting 0

Start of Block: Bullseye

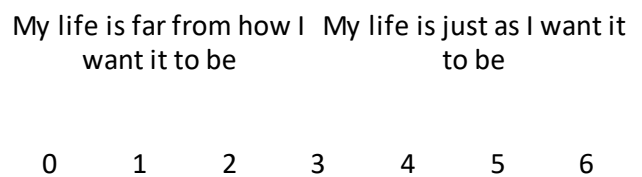
Q38 For each of these values, please indicate the extent to which you believe you are fulfilling it in different domains of your life.

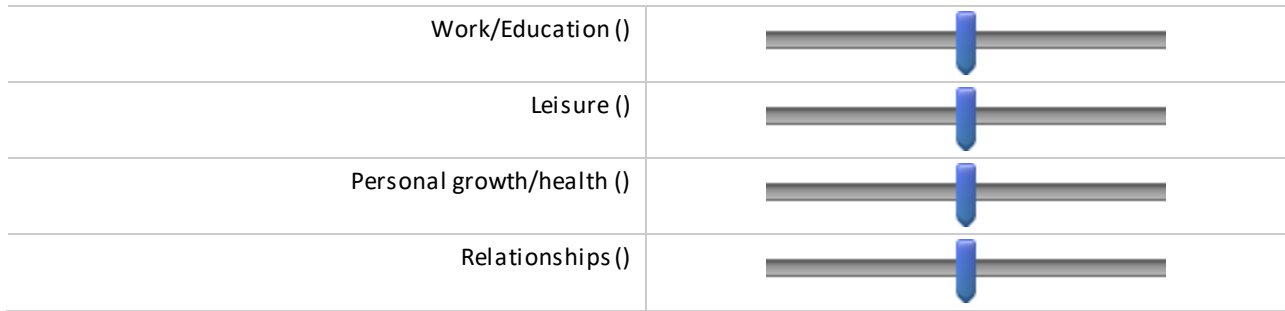
Note: To set the value as '0', please click/tap on the slider dot for that question.

Q9 $\{e://Field/SLValue1\}$

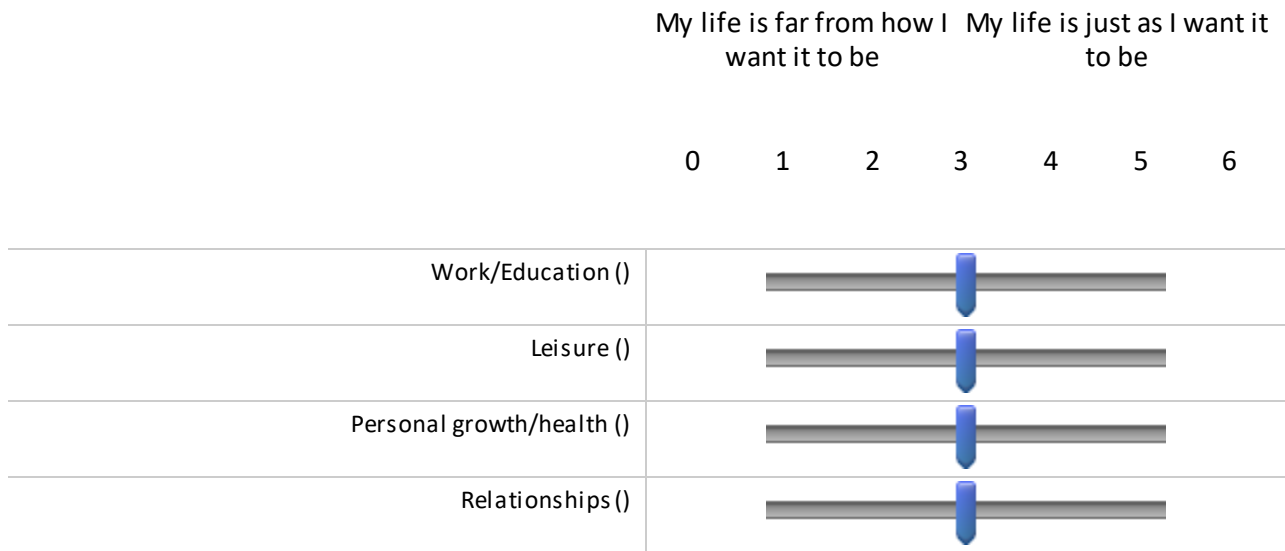


Q11 $\{e://Field/SLValue2\}$





Q12 $\{e://Field/SLValue3\}$



End of Block: Bullseye

Start of Block: Role diversity - list

Q89 In this section of the survey, we will be asking questions relating to the different professional roles you currently have.

Q15 Please select all of the current professional roles that you hold within, or related to, medicine

- Mainstream General Practice (1)
- Subspecialty clinic (e.g. women's health, skin cancer) (2)
- Academic research (3)
- Medical education (including for students, registrars etc.) (6)
- Public health (7)
- Medical volunteering (8)
- Leadership/management (9)
- Surgical assisting (10)
- Hospital work (e.g. A&E, assisting) (12)
- Business ownership (13)
- Aboriginal or Torres Strait Islander health (14)
- Advocacy or GP Liaison work (15)

Q34 If you have any roles that do not fit in the above categories, please specify these here. Please keep these descriptions as generic as possible to maintain the anonymity of your responses.

Role 1 (4) _____

Role 2 (5) _____

Role 3 (6) _____

Role 4 (7) _____

Role 5 (8) _____

End of Block: Role diversity - list

Start of Block: Role error

Q46 Please enter details about your professional roles on the next page. If this is left blank, your responses will not be included.

End of Block: Role error

Start of Block: Roles follow-up qs

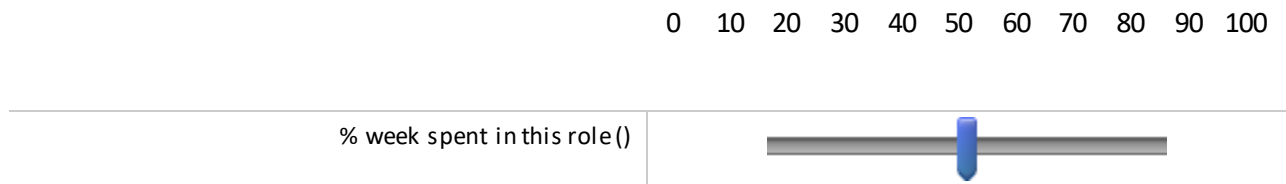
Q16 With respect to your role in $\${Im://Field/1}$, please answer the following questions:

Q17 How meaningful do you find your role in $\{Im://Field/1\}$?

- Not meaningful (1)
 - A little meaningful (2)
 - Somewhat meaningful (3)
 - Meaningful (4)
 - Very meaningful (5)
 - Extremely meaningful (6)
-

Q18 Approximately what proportion of your average week do you spend engaging in $\{Im://Field/1\}$?

Note: To set the value as '0', please click/tap on the slider dot.




Q19 Approximately what proportion of your average week would you LIKE to spend engaging in $\$(Im://Field/1)$?

Note: To set the value as '0', please click/tap on the slider dot.

0 10 20 30 40 50 60 70 80 90 100

% week would like to spend in this role ()



Carry Forward Choices Responses – Equal to from "This section of the survey seeks to explore your values. Values are principles that reflect how you want to behave as a human being, and act as a compass for guiding your decision-making. There is substantial evidence showing that values are important for promoting individuals' wellbeing. Values are distinct from personality traits. Below are a list of values. When considering the way you want to live your life, consider which values in the list below best complete the sentence "I want to be..." Read through the list and rate how important each value is to you. There are no right or wrong answers."



Q20 Which values do you think your role in $\{Im://Field/1\}$ fulfils?

Accepting: open to, allowing of, or at peace with myself, others, life, my feelings, etc.

(1)

Adventurous: willing to create or pursue novel, risky or exciting experiences. (2)

Assertive: calmly, fairly and respectfully standing up for my rights and asking for what I want. (3)

Authentic: being genuine, real, and true to myself. (4)

Caring/self-caring: actively taking care of myself, others, the environment, etc. (5)

Compassionate/self-compassionate: responding kindly to myself or others in pain. (6)

Cooperative: willing to assist and work with others. (7)

Courageous: being brave or bold; persisting in the face of fear, threat, or risk. (8)

Creative: being imaginative, inventive, or innovative. (9)

Curious: being open-minded and interested; willing to explore and discover. (10)

Encouraging: supporting, inspiring, and rewarding behavior I approve of. (11)

- Expressive: conveying my thoughts and feelings through what I say and do. (12)
- Focused: focused on and engaged in what I am doing. (13)
- Fair/just: acting with fairness and justice—toward myself and others. (14)
- Flexible: willing and able to adjust and adapt to changing circumstances. (15)
- Friendly: warm, open, caring, and agreeable toward others. (16)
- Forgiving: letting go of resentments and grudges toward myself or others. (17)
- Grateful: being appreciative for what I have received. (18)
- Helpful: giving, helping, contributing, assisting, or sharing. (19)
- Honest: being honest, truthful, and sincere—with myself and others. (20)
- Independent: choosing for myself how I live and what I do. (21)
- Industrious: being diligent, hardworking, dedicated. (22)
- Kind: being considerate, helpful, or caring—to myself or others. (23)
- Loving: showing love, affection, or great care—to myself or others. (24)

- Mindful/present: fully present and engaging in whatever I'm doing. (25)
- Open: revealing myself, letting people know my thoughts and feelings. (26)
- Orderly: being neat and organized. (27)
- Persistent/committed: willing to continue, despite problems or difficulties. (28)
- Playful: being humorous, fun-loving, light-hearted. (29)
- Protective: looking after the safety and security of myself or others. (30)
- Respectful/self-respectful: treating myself or others with care and consideration. (31)
- Responsible: being trustworthy, reliable, and accountable for my actions. (32)
- Skillful: doing things well, utilizing my knowledge, experience, and training. (33)
- Supportive: being helpful, encouraging, and available—to myself or others. (34)
- Trustworthy: being loyal, honest, faithful, sincere, responsible, and reliable. (35)
- Trusting: willing to believe in the honesty, sincerity, reliability, or competence of another. (36)

Q32 Which of the following options best describes the region where you primarily work when engaged in $\{\text{Im://Field/1}\}$?

▼Urban (1) ... Overseas (5)

End of Block: Roles follow-up qs

Start of Block: Other roles follow-up qs

Q39 With respect to your role in $\{\text{Im://Field/1}\}$, please answer the following questions:


Q40 How meaningful do you find your role in $\{\text{Im://Field/1}\}$?

- Not meaningful (1)
 - A little meaningful (2)
 - Somewhat meaningful (3)
 - Meaningful (4)
 - Very meaningful (5)
 - Extremely meaningful (6)
-

Q41 Approximately what proportion of your average week do you spend engaging in [\\${Im://Field/1}](#)?

Note: To set the value as '0', please click/tap on the slider dot.


0 10 20 30 40 50 60 70 80 90 100

% week spent in this role ()	 A horizontal slider control with a blue dot positioned at approximately 55%.
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Q42 Approximately what proportion of your average week would you LIKE to spend engaging in [\\${Im://Field/1}](#)?

Note: To set the value as '0', please click/tap on the slider dot.

0 10 20 30 40 50 60 70 80 90 100

% week would like to spend in this role ()	 A horizontal slider control with a blue dot positioned at approximately 55%.
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Carry Forward Choices Responses – Equal to from "This section of the survey seeks to explore your values. Values are principles that reflect how you want to behave as a human being, and act as a compass for guiding your decision-making. There is substantial evidence showing that values are important for promoting individuals' wellbeing. Values are distinct from personality traits. Below are a list of values. When considering the way you want to live your life, consider which values in the list below best complete the sentence "I want to be..." Read through the list and rate how important each value is to you. There are no right or wrong answers."



Q43 Which values do you think your role in [\\${Im://Field/1}](#) fulfils?

Accepting: open to, allowing of, or at peace with myself, others, life, my feelings, etc.

(1)

Adventurous: willing to create or pursue novel, risky or exciting experiences. (2)

Assertive: calmly, fairly and respectfully standing up for my rights and asking for what I want. (3)

Authentic: being genuine, real, and true to myself. (4)

Caring/self-caring: actively taking care of myself, others, the environment, etc. (5)

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- Expressive: conveying my thoughts and feelings through what I say and do. (12)
- Focused: focused on and engaged in what I am doing. (13)
- Fair/just: acting with fairness and justice—toward myself and others. (14)
- Flexible: willing and able to adjust and adapt to changing circumstances. (15)
- Friendly: warm, open, caring, and agreeable toward others. (16)
- Forgiving: letting go of resentments and grudges toward myself or others. (17)
- Grateful: being appreciative for what I have received. (18)
- Helpful: giving, helping, contributing, assisting, or sharing. (19)
- Honest: being honest, truthful, and sincere—with myself and others. (20)
- Independent: choosing for myself how I live and what I do. (21)
- Industrious: being diligent, hardworking, dedicated. (22)
- Kind: being considerate, helpful, or caring—to myself or others. (23)
- Loving: showing love, affection, or great care—to myself or others. (24)

- Mindful/present: fully present and engaging in whatever I'm doing. (25)
- Open: revealing myself, letting people know my thoughts and feelings. (26)
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- Respectful/self-respectful: treating myself or others with care and consideration. (31)
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- Supportive: being helpful, encouraging, and available—to myself or others. (34)
- Trustworthy: being loyal, honest, faithful, sincere, responsible, and reliable. (35)
- Trusting: willing to believe in the honesty, sincerity, reliability, or competence of another. (36)

Q44 Which of the following options best describes the region where you primarily work when engaged in [Im://Field/1](#)?

▼Urban (1) ... Overseas (5)

End of Block: Other roles follow-up qs

Start of Block: Reasons, Enablers + Barriers, COVID

JS

Q90 In these questions, we would like some further details on the benefits of diversity, and the enablers and barriers you have faced regarding diversity. Please note that these questions are optional.

Q91 When reflecting on your level of professional diversity, what aspects of it do you think enhance your wellbeing?

(e.g. working across different organisations, working with different people)

Q24 What factors have enabled you to diversify your professional roles?

Q26 What factors have been barriers to you diversifying your professional roles?

Page Break

Q94 What has been the effect of the COVID-19 pandemic on your ability to diversify your professional roles?

- Much lower ability to diversify (23)
 - Moderately lower (24)
 - Slightly lower (25)
 - About the same ability to diversify (26)
 - Slightly higher (27)
 - Moderately higher (28)
 - Much higher ability to diversify (29)
-

Q95 (Optional) If you wish, you can elaborate on your response to the above question in the below text box.

Page Break

Q96 What has been the effect of the COVID-19 pandemic on your wellbeing (including physical and mental wellbeing)?

- Much worse (14)
- Moderately worse (15)
- Slightly worse (16)
- About the same (17)
- Slightly better (18)
- Moderately better (19)
- Much better (20)

Q97 (Optional) If you wish, you can elaborate on your response to the above question in the below text box.

End of Block: Reasons, Enablers + Barriers, COVID

Start of Block: Sociodemographics

Q27 Finally, we would like to ask you a few brief questions about yourself. Please note that these questions are optional

Q28 What is your age?

▼20-29 (1) ... 70+ (6)

Q30 Please select your gender

▼Male (1) ... Prefer not to say (4)

Q29 How many years have you been practising as a GP?

▼0-5 (1) ... 26+ (6)

Q31 Are you involved in General Practice registrar education?

Note: Please select the option that best captures your predominant role.

▼Yes - I am a registrar (1) ... 5 (5)

End of Block: Sociodemographics
