

Leadership Saves Lives: Survey of Organizational Culture

Reference: Bradley EH, Brewster AL, Fosburgh H, Cherlin EJ, Curry LA. Development and Psychometric Properties of a Scale to Measure Hospital Organizational Culture for Cardiovascular Care. *Circulation: Cardiovascular Quality and Outcomes*. 2017. <https://doi.org/10.1161/CIRCOUTCOMES.116.003422>

Factor	Item
Learning and Problem Solving	Clinicians are encouraged to creatively solve problems related to AMI care.
	There is good coordination among the different clinical units involved with the care of patients with AMI.
	The clinicians who care for patients with AMI hold each other accountable for high quality care.
	We rely on data to guide our improvement processes.
	Our hospital has frequent interactions with outside organizations (e.g., other hospitals and professional associations) to acquire new knowledge on how to improve AMI care.
	In this work environment, people are interested in better ways of doing things.
	In this work environment, people often resist new approaches.
	In this work environment, people value new ideas.
	Despite the workload, people in this work environment find time to review how the work is going.
In this work environment, someone makes sure that we stop to reflect on the team's work process.	
Psychological Safety	If you make a mistake in this work environment, it is held against you.
	People in this work environment are able to bring up problems and tough issues.
	In this work environment, someone would deliberately act to undermine my efforts.
	It is difficult to ask others in this work environment for help.
	In this work environment, people's unique skills and attributes are valued and utilized.
Senior Leadership Support	People in this work environment speak up to challenge assumptions.
	Senior management has set reducing 30-day AMI mortality as a priority.
	Opinion leaders have indicated that current practices for patients with AMI can be improved.
	Opinion leaders have encouraged changes in practices to improve AMI care.
Commitment to the Organization	The necessary financial resources for personnel and equipment are provided for the care of patients with AMI.
	I would be very happy to spend the rest of my career at this hospital.
	I enjoy discussing my hospital with people outside of it.
	I think I could easily become as attached to another hospital as I am to this one.
	I do not feel like 'part of the family' at this hospital.
	I do not feel 'emotionally attached' to this hospital.
	This hospital has a great deal of personal meaning to me.
I do not feel a strong sense of belonging to my hospital.	
Time for Improvement	In this work environment, people caring for patients with AMI are overly stressed.
	In this work environment, the time pressure gets in the way of doing a good job.
	In this work environment, people are too busy to invest time in improvement.
	There is simply no time for reflection in this work environment.

