

Appendix 1

Scales of sources of stress

The following scales include some specific sources of stress which can be related to your job. Please rate them according the **frequency of their presence** in your work and according to the **stressfulness** (amount of stress) you think they have placed on you. Please, rate frequency and stressfulness according the scales shown below.

How often...

- 0 – never**
- 1 – sometimes**
- 2 - frequently**

How much stressful ...

- 0 – not at all stressful**
- 1 – mainly not stressful**
- 2 – mainly stressful**
- 3 – very stressful**

UWS*

	How often	How much stressful
Talking to upset patients' associates (family members friends)	0 1 2	0 1 2 3
Coping with patients' death	0 1 2	0 1 2 3
Exposure to violent behavior and threats	0 1 2	0 1 2 3
The patient coping with his progressive illness whose prognosis is poor	0 1 2	0 1 2 3
The responsibility for patients' lives	0 1 2	0 1 2 3
Attendance and expectation of a call for help	0 1 2	0 1 2 3
Fear of infection with a contagious disease	0 1 2	0 1 2 3
The (non)ability to provide adequate treatment	0 1 2	0 1 2 3
Fear of the media and legal assessment methods, course and timing of treatment	0 1 2	0 1 2 3
Lack of time for punctual intervention	0 1 2	0 1 2 3
The unpredictability of work	0 1 2	0 1 2 3
Coping with atypical symptoms of known diseases	0 1 2	0 1 2 3
The lack of relevant data for proper making decisions about diagnosis and treatment	0 1 2	0 1 2 3
Night visits and interventions	0 1 2	0 1 2 3
Negative publicity in media	0 1 2	0 1 2 3
Conducting emergency response to inappropriate places and inadequate conditions	0 1 2	0 1 2 3
The anticipation of unexpected and urgent	0 1 2	0 1 2 3

OW*

	How often	How much stressful
Poor organization of work when there are a lot of patients in the waiting rooms	0 1 2	0 1 2 3
Time pressure and lack of time to perform the entire job	0 1 2	0 1 2 3
Impact of work on the quality of personal and family	0 1 2	0 1 2 3
A lack of the necessary work equipment and materials	0 1 2	0 1 2 3
A patient's refusal of the proposed methods of	0 1 2	0 1 2 3
The need of continuing learning	0 1 2	0 1 2 3
Performing administrative tasks	0 1 2	0 1 2 3
A great amount of responsibility	0 1 2	0 1 2 3
A sense of decreased working efficiency	0 1 2	0 1 2 3
Coping with a rare and little known disease	0 1 2	0 1 2 3
Bad working conditions	0 1 2	0 1 2 3
Prescribed financial recommendations of the ministry of health	0 1 2	0 1 2 3
Finding a replacement in a situation of having some other obligations	0 1 2	0 1 2 3
Unpredictability of work	0 1 2	0 1 2 3

W/FC*

	How often	How much stressful
Working hours affect my family/personal life	0 1 2	0 1 2 3
Organization of working time (shift work) affects my family/personal life	0 1 2	0 1 2 3
Stress at work affects my communication with relatives and close persons	0 1 2	0 1 2 3
Lack of sleep	0 1 2	0 1 2 3
Lack of recognition for contributions to the profession and work	0 1 2	0 1 2 3
Lack of time for research	0 1 2	0 1 2 3
Uncertainty in decisions of other team members	0 1 2	0 1 2 3
Division of time on domestic / private and business	0 1 2	0 1 2 3
Absence of support from colleagues	0 1 2	0 1 2 3
Professional isolation	0 1 2	0 1 2 3

RC*

	How often	How much stressful
Making the right decisions by itself	0 1 2	0 1 2 3
Fear from my own bad decisions and reactions	0 1 2	0 1 2 3
Problems in relationships with colleague	0 1 2	0 1 2 3
Inadequate treatments	0 1 2	0 1 2 3
Problems with managers	0 1 2	0 1 2 3
Coordination of decisions within the team	0 1 2	0 1 2 3
Conflict between my own department and other health services with which cooperation is	0 1 2	0 1 2 3
Conflicts with nurses and technicians	0 1 2	0 1 2 3
Conflicts with junior/senior fellow physicians	0 1 2	0 1 2 3
Anxiety from patients complaints	0 1 2	0 1 2 3
Unrealistic high expectancies from colleagues at	0 1 2	0 1 2 3

IP*

	How often	How much stressful
Demanding patients	0 1 2	0 1 2 3
Inappropriate demands of patients	0 1 2	0 1 2 3
Coping with the problems of patients which are not directly associated with the disease	0 1 2	0 1 2 3
Conflicts with problematic patients	0 1 2	0 1 2 3
Problems with premature discharge from hospital	0 1 2	0 1 2 3
Coping with unrealistic high expectancies from	0 1 2	0 1 2 3
Anxiety about own financial status	0 1 2	0 1 2 3
Ingratitude of patients	0 1 2	0 1 2 3

***Note for stressor scales titles**

UWS Uncontrollable work situations

OW The organization of work and working conditions

W/FC Conflict of work and family roles

RC Unfavorable relationships with colleagues

IP Interaction with patients