

Original English Version	Back-translated English version	Literal Translation (mean score)	Cultural Adaptation (mean score)
1. Leadership is supportive of my department/ unit staff.	The leaders support my department/staff members of the unit.	2.66	3.50
2. My discipline controls its own practice.	My discipline/branch controls its own competencies.	2.00	2.00
3. I have freedom to make important patient management and work decisions.	I can freely decide on the care of patients and other important decisions regarding work.	1.33	1.00
4. There is a lot of teamwork between unit/ department staff and doctors	There is unity among staff members and doctors of the department.	1.67	1.00
5. I have adequate support services to allow me to spend time with my patients.	I am sufficiently assisted in serving that I can set aside (<i>or devote</i>) time for my patients.	3.00	2.50
6. I have enough time and opportunity to discuss patient management problems with other staff.	I have sufficient time and opportunities to talk about the problems in managing patients and other workers/staff members.	2.33	1.50
7. There are enough staff to provide quality patient care.	There are enough staff members to provide quality care to all patients.	1.33	1.50
8. My unit/ department head is a good manager and leader.	The department/unit head is a good administrator and leader.	1.67	1.50
9. We have enough staff to get the work done.	There are enough staff members to finish (<i>or cover</i>) all the work.	1.33	1.00
10. There are opportunities to work on a highly specialized patient care unit.	There are opportunities to work in highly specialized patient care unit.	1.0	1.00
11. My unit/ department head supports the staff in decision-making, even if the conflict is with a physician.	Our unit/department head supports the decision of the staff, even in instances which are connected to problems with doctors	1.33	1.00
12. Physicians and staff have good working relationships	There is good professional relationship between doctors and staff.	1.33	1.00
13. Information on the status of patients is available when I need it.	Information about patient condition are always ready when needed.	1.67	1.50
14. I receive information quickly when a patient's status changes.	I quickly receive information when there are changes in a patient's condition.	1.33	1.00
15. There are needless delays in relaying information about patient care.	There are unnecessary delays in delivering information about caring for a patient.	2.00	2.00
16. My unit/ department has constructive work relationships with other groups in this hospital.	My unit/department has clear communication with other groups in this hospital.	2.67	1.50
17. My unit/ department does not receive the cooperation it needs from other hospital unit/ department	My unit/department does not receive appropriate cooperation from other units in the hospital.	1.67	1.50
18. Other hospital units/ department seem to have a low opinion of my unit/ department.	The other units of the hospital seem to have low regard for my unit or department.	1.67	1.50
19. Inadequate working relationships with other hospital groups limit the effectiveness of work on this unit.	The lack of communication with other groups in the hospital hinders the quality of work in this unit.	2.67	1.50
20. When staff disagree, they ignore the	The staff does not pay attention to an	1.67	1.50

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issue, pretending it will “go away”.	issue if they do not agree with it and thinks that the issue “will just go away”.		
21. Most conflicts occur with members of my own discipline.	Most of the problems faced by members of the same discipline.	2.33	2.00
22. Staff withdraw from conflict.	The staff avoids problems.	1.67	1.50
23. All points of view are carefully considered in arriving at the best solution for the problem.	All views (<i>or opinions</i>) are considered in coming up with an excellent solution to problems.	1.67	1.50
24. All staff work hard to arrive at the best possible solution.	All the staff work together in identifying the best possible solution.	1.33	1.00
25. Staff involved in a disagreement or conflict do not settle the dispute until all are satisfied with the decision.	Personnel who are involved in disagreements or problems do not resolve conflicts or problems until everyone is satisfied with the decision.	1.67	1.50
26. All contribute from their experience and expertise to produce a high-quality solution for a conflict.	Everyone shares their experiences and expertise in order to obtain high-quality solutions to problems.	1.67	1.50
27. Disagreements between staff are ignored or avoided.	Disagreements among staff members are ignored and not given attention (<i>or not discussed</i>).	2.00	2.00
28. Staff involved in a disagreement or conflict settle the dispute by consensus.	The staff resolves conflicts or problems through what has been agreed upon (<i>or compromise</i>).	2.00	2.00
29. My opinion of myself goes up when I work in this unit/ department.	My self-confidence improves when I work in my unit/department.	1.33	1.00
30. I feel bad and unhappy when I discover that I have performed less well than I should.	I feel defeated and sad when I know that I was unable to perform my job well.	1.67	1.50
31. I feel a high degree of personal responsibility for the work I do.	I feel a high level of personal responsibility for my job.	1.67	1.50
32. I feel a great sense of personal satisfaction when I do my work well.	I feel extremely happy when I am able to perform my job well.	1.67	1.00
33. I have challenging work that motivates me to do the best job I can.	My challenging job pushes me to do better in the things I do.	1.33	1.00
34. Working in this unit/ department gives me the opportunity to gain new knowledge and skills	Being a member of this unit/department gives me opportunities to acquire (<i>or obtain</i>) new knowledge and skills.	1.67	1.50
35. I am motivated to do well because I am empowered by my work environment.	I am motivated to work well because my work environment enhances my skills.	1.33	1.00
36. Working in this environment increases my sense of professional growth.	Working in this kind of environment improves my professional development.	1.33	1.00
37. Staff have access to the necessary resources to provide culturally competent care.	The staff are able to use the needed (<i>or necessary</i>) tools to provide excellent care that is appropriate to the culture (of each patient).	2.33	1.50
38. Staff are sensitive to the diverse patient population for whom they care.	The staff are sensitive to the differences of the patients they care for.	1.67	1.00
39. Staff respect the diversity of their health care team.	The health care staff respects the differences of each group.	1.33	1.00