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# MABEL

Medicine in Australia: Balancing Employment and Life

2011

## Hospital Doctor Not Enrolled in a Specialty Training Program (Interns & Medical Officers)

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### **MABEL has been endorsed by:**

Australasian Society of Career Medical Officers  
 Confederation of Postgraduate Medical Education Councils  
 Postgraduate Medical Council of Victoria  
 Postgraduate Medical Council of South Australia  
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 Royal Australian College of General Practitioners  
 Royal Australasian College of Physicians  
 Royal Australasian College of Surgeons  
 Royal College of Pathologists of Australasia  
 Royal Australian and New Zealand College of Ophthalmologists  
 Royal Australian and New Zealand College of Radiologists  
 Royal Australian and New Zealand College of Obstetricians and Gynaecologists

Australia and New Zealand College of Anaesthetists  
 Australasian College for Emergency Medicine  
 Australasian College of Sports Physicians  
 Joint Faculty of Intensive Care Medicine  
 Australian College of Rural and Remote Medicine  
 Australian Society of Anaesthetists  
 Australia and New Zealand Society of Palliative Medicine  
 Australian and New Zealand Society for Geriatric Medicine  
 Australian Society of Plastic Surgeons  
 Australian and New Zealand Intensive Care Society  
 Internal Medicine Society of Australia and New Zealand  
 Australian and New Zealand Society of Nephrology  
 Australian Rheumatology Association  
 Medical Oncology Group of Australia Incorporated  
 Australian Healthcare and Hospitals Association  
 Australian Private Hospitals Association  
 Australian Orthopaedic Association  
 Rural Doctors Association of Australia  
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**Space is provided at the end of this survey to make additional written comments. Please write responses in boxes provided using a dark pen. Check boxes can be ticked or crossed.**

## A About your current situation

- Are you currently doing any clinical medical work in Australia?
  - Yes – *If yes, please go to Section B below and complete the main survey*
  - No – *Continue*
- Are you permanently retired from all types of paid work?
  - Yes – *As you are permanently retired from all types of paid work you do not need to complete the rest of the survey. Please return this survey in the reply-paid envelope provided. Thank you for your participation.*
  - No – *Continue*
- Which of the following statements describe your current situation? (Tick all that apply)
  - Doing medical work in Australia that is non-clinical (e.g. medico-legal, teaching, research, committee work)
  - Maternity leave
  - Home duties/childcare
  - Enrolled as a student
  - Extended leave (e.g. sick leave, long service leave)
  - Working outside Australia in a clinical role
  - Working outside Australia in a non-clinical, but medical role
  - Working outside Australia in a non-medical role
  - Doing non-medical work in Australia. Please state job title:
- Do you intend to return to clinical medical work in Australia?
  - Yes – *Please go to Section G and complete the final two sections of the survey*
  - Unsure – *Please go to Section G and complete the final two sections of the survey*
  - No – *As you do not intend returning to clinical work in Australia you do not need to complete the rest of the survey. Please return this survey in the reply-paid envelope provided. Thank you for your participation.*

## B About your job satisfaction

- Please indicate how satisfied or dissatisfied you are in the various aspects of your work as a doctor.

	Very Dissatisfied	Moderately Dissatisfied	Not Sure	Moderately Satisfied	Very Satisfied	N/A
Freedom to choose your own method of working	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Amount of variety in your work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Physical working conditions	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Opportunities to use your abilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Your colleagues and fellow workers	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Recognition you get for good work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Your hours of work	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Your remuneration	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Amount of responsibility you are given	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Taking everything into consideration, how do you feel about your job?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

6. Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
The balance between my personal and professional commitments is about right	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I have a poor support network of other doctors like me	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
The IT systems I use are very helpful in day-to-day practice	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
It is difficult to take time off when I want to	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
My patients have unrealistic expectations about how I can help them	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
The majority of my patients have complex health and social problems	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I have good support and supervision from qualified specialists	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
There is enough time for me to do personal study	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
Research publications are important to progress my training	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
The hours I work are unpredictable	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
I often undertake tasks that somebody less qualified could do	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

7. Would you like to change your hours of work?

- 1  No
- 2  Yes, I'd like to increase my hours
- 3  Yes, I'd like to decrease my hours

8. Do you plan to apply for a place on a GP or other specialist training program in the future?

- 1  Yes
- 2  Unsure
- 3  No, I already have a place
- 4  No, I already have a GP/specialist qualification—Go to question 12
- 5  No—Go to question 12

9. What year do you expect to begin GP/specialist training?

Year .....

Don't know (Tick box) .....

10. Which specialist training course have you been accepted into/are you waiting to commence?

- |   |   |
|---|---|
| 1 <input type="checkbox"/> Not Applicable—I do not currently have a place | 2 <input type="checkbox"/> Internal medicine (adult medicine) |
| 3 <input type="checkbox"/> Paediatrics and Child Health                   | 4 <input type="checkbox"/> Occupational Medicine              |
| 5 <input type="checkbox"/> Palliative Medicine                            | 6 <input type="checkbox"/> Public Health Medicine             |
| 7 <input type="checkbox"/> Rehabilitation Medicine                        | 8 <input type="checkbox"/> Anaesthesia                        |
| 9 <input type="checkbox"/> Dermatology                                    | 10 <input type="checkbox"/> Emergency Medicine                |
| 11 <input type="checkbox"/> General Practice                              | 12 <input type="checkbox"/> Intensive Care Medicine           |
| 13 <input type="checkbox"/> Medical Administration                        | 14 <input type="checkbox"/> Obstetrics and Gynaecology        |
| 15 <input type="checkbox"/> Ophthalmology                                 | 16 <input type="checkbox"/> Pathology                         |
| 17 <input type="checkbox"/> Psychiatry                                    | 18 <input type="checkbox"/> Radiology                         |
| 19 <input type="checkbox"/> Surgery                                       |   |

11. Which specialty program listed in question 10 above would you most like to enrol in?

Please specify:

Not Applicable (Tick box) .....

12. What is the likelihood that you will:

	Very Unlikely	Unlikely	Neutral	Likely	Very Likely
Leave direct patient care (primary or hospital) within FIVE YEARS?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
Leave medical work entirely within FIVE YEARS?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
Reduce your clinical workload in the next FIVE YEARS?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

**C** About the places where you work

13. Excluding on-call, for how many HOURS in your MOST RECENT USUAL WEEK at work did you undertake work in each of the following settings? (Include ALL of the work you do as a doctor) (If none, write 0)

	Actual hours per week			
Public hospital (including psychiatric hospital) . . . . .	<input type="text"/>	<input type="text"/>	<input type="text"/>	hrs/wk
Private hospital . . . . .	<input type="text"/>	<input type="text"/>	<input type="text"/>	hrs/wk
Private medical practitioner’s rooms or surgery . . . . .	<input type="text"/>	<input type="text"/>	<input type="text"/>	hrs/wk
Residential/aged care health facility (nursing/residential home, hospice etc.) . . . . .	<input type="text"/>	<input type="text"/>	<input type="text"/>	hrs/wk
Tertiary education institution . . . . .	<input type="text"/>	<input type="text"/>	<input type="text"/>	hrs/wk
Other . . . . .	<input type="text"/>	<input type="text"/>	<input type="text"/>	hrs/wk
TOTAL HOURS WORKED . . . . .	<input type="text"/>	<input type="text"/>	<input type="text"/>	hrs/wk

14. What is the main hospital in which you work (i.e. spend most time)?

Hospital name . . . . .

Postcode . . . . .

15. How long have you worked at this hospital?

No. of years . . . . .

No. of months . . . . .

16. What is your salaried position?

1  Intern

2  CMO

3  HMO Yr 1

4  HMO Yr 2

5  HMO Yr 3

6  Other hospital medical officer

## D About your workload

17. Excluding on-call, how many HOURS in your MOST RECENT USUAL WEEK at work did you spend on the following activities? (Include ALL of the work you do as a doctor in ALL jobs/workplaces) (If none, write 0)

TOTAL HOURS WORKED PER WEEK (Should equal the TOTAL in question 13) . . . . .	<input type="text"/>	hrs/wk
Direct patient care (face-to-face, phone consultations, home visits) . . . . .	<input type="text"/>	hrs/wk
Indirect patient care (medical notes, reports, phone calls, meeting patients' families). . . . .	<input type="text"/>	hrs/wk
Education activities (academic research, continuing medical education) . . . . .	<input type="text"/>	hrs/wk
Management and administration . . . . .	<input type="text"/>	hrs/wk
Other . . . . .	<input type="text"/>	hrs/wk

18. In your most recent USUAL week at work, for around HOW MANY patients did you provide care?(Include face-to-face, out of hours and telephone consultations in ALL SETTINGS) (If none, write 0) . . . . .

19. Do you do any on-call yourself? (Including public holidays, weekends and weekdays outside of 8am to 6pm)

<sup>1</sup>  Yes  
<sup>2</sup>  No—Go to question 22

20. In your last usual week at work: (If none, write 0)

How many HOURS were you rostered or listed for on-call? . . . . .	<input type="text"/>	hrs/wk
How many of these HOURS were actually spent in direct patient care? . . . . .	<input type="text"/>	hrs/wk
How many TIMES were you actually called out? . . . . .	<input type="text"/>	times/wk

21. In your most recent usual month, what was your on-call ratio? (For example, if it is 1 in 8, write 8 in the box provided.)

1 in . . . . .   
 Not Applicable (Tick box) . . . . .

22. Turning to time spent away from work: (If none, write 0)

How many WEEKS holiday did you take in the past year? . . . . .	<input type="text"/>	weeks
How many WEEKS of parental or maternity leave did you take in the past year? . . . . .	<input type="text"/>	weeks
Approximately how many DAYS off work due to illness did you have in the past year? . . . . .	<input type="text"/>	days
Approximately how many DAYS off work did you have for other reasons in the past year? . . . . .	<input type="text"/>	days

## E About your finances

The following information will be used to examine the effect of financial issues on your work–life balance, and will remain strictly confidential.

23. What are your (approximate) TOTAL personal earnings from ALL of the work you do as a doctor? (If possible, base this on your last personal income tax return or payslip) Please write in ONE COLUMN where you have the most accurate information and can best remember.

	Annual	OR	Fortnightly
Before tax (gross earnings) \$ . . . . .			
After tax (net earnings) \$ . . . . .			

24. In addition to this, did you receive any ongoing 'in kind' benefits or subsidies as part of your your current job/s (e.g. car, house, school fees, salary packaging)?

<sup>1</sup>  Yes  
<sup>2</sup>  No

25. What is the approximate annual total value in dollars of these benefits? (If zero, write 0) . . . . .

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26. What is the total level of financial debt that you currently have as a result of your medical education and training? (Give dollar amount; include HECS debt, other debt associated with training and living expenses) (If zero, write 0)

\$ . . . . . 

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 Don't Know (Tick box) . . . . .

27. Do you (or your employer) regularly contribute to a superannuation scheme?

<sup>1</sup>  Yes  
<sup>2</sup>  No—Go to question 29

28. For how many years have you (and/or an employer on your behalf) contributed to a superannuation scheme?

No. of years . . . . . 

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29. Please indicate the degree to which you agree with the following statement: "Given my current financial situation and prospects, I believe I will have enough to live on when I retire". (Tick one box)

<sup>1</sup>  Strongly Disagree  
<sup>2</sup>  Disagree  
<sup>3</sup>  Neutral  
<sup>4</sup>  Agree  
<sup>5</sup>  Strongly Agree

30. How much (in dollars) did you pay for professional medical liability, or malpractice, insurance premiums in the last year?

(If this was provided by someone else on your behalf, write 0) . . . . . 

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31. Do you have other sources of personal income apart from your medical work? (Profit from other business interests, dividend income, bank interest, rental income etc.)

<sup>1</sup>  Yes  
<sup>2</sup>  No

32. What is your total gross and net HOUSEHOLD income? (Include your and your partner's earnings, income from other business interests, dividends, interest etc.) The figures below should be equal to or greater than your personal earnings provided in question 23. Please write in ONE COLUMN ONLY, where you have the most accurate information or can best remember.

	Annual	OR	Fortnightly
Before tax (gross household income) \$ . . . . .			
After tax (net household income) \$ . . . . .			

## F About your geographic location

33. Where is your main place of work?

Town/Suburb .....

Postcode .....

34. How long have you been working in or close to this geographic location?

No. of years .....

No. of months .....

35. Where do you live?

Town/Suburb .....

Postcode .....

36. Please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I don't have many friends or family members in my current work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
It is easy to pursue my hobbies and leisure interests in my current work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
My partner does not have many friends or family members in this work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
There are good employment opportunities for my partner in this work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
The choice of schools for our children is adequate in this work location	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

37. For how many years did you live in a rural area up until the age you left secondary school? (If none, write 0) .....

38. Please indicate the main rural area where you lived up until school leaving age.

Town .....

State .....

Not Applicable (Tick box) .....

39. Are you subject to restrictions on where you practise?

<sup>1</sup>  Yes—I am required to work in an Area of Need

<sup>2</sup>  Yes—I am required to work in a District of Workforce Shortage

<sup>3</sup>  No—Go to question 41

40. Please indicate the reason/s for these restrictions.

I hold a Permanent Resident Visa

I hold a Temporary Resident Visa

I am undertaking a return of service period for a Medical Rural Bonded Scholarship or Bonded Medical Place

I am undertaking a compulsory rural placement as part of my training

Other





**H** About you

50. Year of birth .....

51. Gender

- Male
- Female

52. In what year did you complete your basic medical degree? .....

53. In which country did you complete your basic medical degree?

- A medical school in Australia
- A medical school in the country specified:

54. In which medical school in Australia did you complete your basic medical degree?

- |  |   |
|--|---|
| <input type="checkbox"/> Not Applicable  | <input type="checkbox"/> University of Newcastle          |
| <input type="checkbox"/> University of Adelaide  | <input type="checkbox"/> University of Notre Dame WA      |
| <input type="checkbox"/> Australian National University  | <input type="checkbox"/> University of Notre Dame Sydney  |
| <input type="checkbox"/> Bond University   | <input type="checkbox"/> University of NSW                |
| <input type="checkbox"/> Deakin University   | <input type="checkbox"/> University of Queensland         |
| <input type="checkbox"/> Flinders University   | <input type="checkbox"/> University of Sydney             |
| <input type="checkbox"/> Griffith University   | <input type="checkbox"/> University of Tasmania           |
| <input type="checkbox"/> James Cook University   | <input type="checkbox"/> University of WA (undergraduate) |
| <input type="checkbox"/> University of Melbourne (undergraduate)                                   | <input type="checkbox"/> University of WA (postgraduate)  |
| <input type="checkbox"/> University of Melbourne (postgraduate)                                    | <input type="checkbox"/> University of Western Sydney     |
| <input type="checkbox"/> Monash University (undergraduate)   | <input type="checkbox"/> University of Wollongong         |
| <input type="checkbox"/> Monash University (postgraduate)  |   |
| <input type="checkbox"/> University of New England & University of Newcastle Joint Medical Program |   |

55. If you did your degree at a medical school outside Australia, have you completed the AMC Certificate examination?

- Yes
- No
- Not Applicable

56. Do you have medical qualifications from overseas which are NOT recognised in Australia?

- Yes
- No
- Unsure

57. Since you graduated, how many years and/or months have you spent NOT practising as a doctor? (Include time to bring up a family, time in non-medical jobs or study; exclude holidays and medically-related study leave) (If none, write 0)

No. of years .....

No. of months .....

58. What is your residency status? (Tick one box)

- Australian citizen
- Permanent resident
- Temporary resident

59. What type of medical registration do you have?

- Full (unconditional) medical registration
- Conditional medical registration
- Other (please specify)

60. In general, would you say your health is: (Tick one box)

- <sup>1</sup> Excellent
- <sup>2</sup> Very good
- <sup>3</sup> Good
- <sup>4</sup> Fair
- <sup>5</sup> Poor

61. All things considered, how satisfied are you with your life in general? (Tick one box)

Completely Dissatisfied										Completely Satisfied
1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

62. The statements below refer to the type of person you are. There is growing evidence that these characteristics are related to doctors' job satisfaction and decisions about work. The information you provide will remain strictly confidential and you will not be identifiable.

Please answer each of the following questions using a 1 to 7 point scale, where 1 means 'Does not apply to me at all' and 7 means 'Applies to me perfectly'.

	Does not apply to me at all							Applies to me perfectly
I see myself as someone who:	1	2	3	4	5	6	7	
Does a thorough job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is communicative, talkative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is sometimes somewhat rude to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is original, comes up with new ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worries a lot	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has a forgiving nature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tends to be lazy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is outgoing, sociable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Values artistic experiences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gets nervous easily	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does things effectively and efficiently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is reserved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is considerate and kind to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has an active imagination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is relaxed, handles stress well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

63. Please answer each of the following questions using a 1 to 7 point scale, where 1 means 'Strongly disagree' and 7 means 'Strongly agree'.

	Strongly disagree							Strongly agree
	1	2	3	4	5	6	7	
I have little control over the things that happen to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is really no way I can solve some of the problems I have	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is little I can do to change many of the important things in my life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I often feel helpless in dealing with the problems of life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sometimes I feel that I'm being pushed around in life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What happens to me in the future mostly depends on me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can do just about anything I really set my mind on doing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



