



Thrivng Hearts Health Team Survey

This survey was developed as part of the Thrivng Hearts Study. During the 4.5 year study period, we plan to survey health team members in the ten Thrivng Hearts counties, Alamance, Caswell, Chatham, Cumberland, Durham, Forsyth, Guilford, Johnston, Orange, and Person Counties. For further information about this project, visit www.thrivngheartsnc.org

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Health Team Survey

Thank you for participating in the Thrivng Hearts health team survey.

Please select your primary county of employment

- Alamance
- Caswell
- Chatham
- Cumberland
- Durham
- Guilford
- Forsyth
- Johnston
- Orange
- Person
- None of the counties above

If “None of the counties above” is selected:

“Based on your response, you are not eligible to complete this survey. We are surveying health team members who are primarily employed in the ten Thrivng Hearts counties. Thank you for your time.”

The WHO-5 Questionnaire

Over the past two weeks...	All of the time	Most of the time	More than half the time	Less than half the time	Some of the time	At no time
1. I have felt cheerful and in good spirits.	5	4	3	2	1	0
2. I have felt calm and relaxed	5	4	3	2	1	0

3. I have felt active and vigorous	5	4	3	2	1	0
4. I woke up feeling fresh and rested.	5	4	3	2	1	0
5. My daily life has been filled with things that interest me.	5	4	3	2	1	0

Brief ProQOL- 12

Consider each of the following questions about you and your current work situation. Select the option that honestly reflects how frequently you experienced these things in the last 7 days.

	Always (6-7 days)	Often (4-5 days)	Sometimes (2-3 days)	Rarely (1 day)	Never (0 days)
I think that I might have been affected by the traumatic stress of those I help	5	4	3	2	1
I feel trapped in my job as a helper	5	4	3	2	1
I like my work as a helper	5	4	3	2	1
I feel depressed because of the traumatic experiences of the people I help	5	4	3	2	1
My work makes me feel satisfied	5	4	3	2	1
I am proud of what I can do to help	5	4	3	2	1
I am happy that I chose to do this work	5	4	3	2	1

I feel worn out because of my work as a helper	5	4	3	2	1
I feel overwhelmed because of my casework load seems endless	5	4	3	2	1
I feel “bogged down” or “drained” by the system	5	4	3	2	1
Il feel as though am experiencing the trauma of someone I have helped	5	4	3	2	1
As a result of my helping, I have intrusive, frightening thoughts.	5	4	3	2	1

Considering everything, how satisfied are you currently with:	Very satisfied	Somewhat satisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very dissatisfied
Your job	5	4	3	2	1
Your organization	5	4	3	2	1

Demographic Questions

This section is optional, you can choose not to disclose the following information.

- Age range
 - 18-25
 - 26-35
 - 36-45
 - 46-55
 - 56-65
 - 66 and older
- Race
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Native Hawaiian or Other Pacific Islander
 - White
 - Two or more races
 - Other
- Ethnicity
 - Hispanic or Latino
 - Not Hispanic or Latino
- Gender
 - Male
 - Female
 - Nonbinary
 - Trans female
 - Trans male
 - Decline to answer
- What is your current annual salary?
 - Less than \$45,000
 - \$45,000.01 - \$55,000
 - \$55,000.01 - \$65,000
 - \$65,000.01 - \$75,000
 - \$75,000.01 - \$85,000
 - \$85,000.01 - \$95,000
 - \$95,000.01 - \$105,000
 - \$105,000.01 - \$115,000
 - \$115,000.01 - \$125,000
 - \$125,000.01 - \$135,000

Which of the following best describes your role? (Select all that apply)

- Direct Patient Care / Client-Facing
(e.g., clinical staff providing hands-on care)

- Administrative / Clerical
(e.g., scheduling, billing, data entry)
- Clinical Support
(e.g., medical assistant, lab tech, pharmacy tech)
- Community Outreach / Education
(e.g., public health education, health fairs, community programs)
- Care Coordination / Case Management
(e.g., discharge planning, follow-up coordination)
- Health Education / Patient Education
(e.g., diabetes education, smoking cessation counseling)
- Supervisory / Managerial
(e.g., team leads, department heads)
- Quality Improvement / Compliance
(e.g., patient safety, policy review, audits)
- IT / Health Informatics
(e.g., EHR support, data analysis, systems management)
- Training / Staff Education
(e.g., onboarding, continuing education)
- Research
(e.g., clinical trials, data collection for studies)
- Facilities / Operations Support
(e.g., housekeeping, maintenance, transport)

Other (please specify): _____

- What is your supervisory status?
 - Non-supervisor: you do not supervise other employees
 - Supervisor: you are responsible for employees' performance appraisals and approval of their leave, but you do not supervise other supervisors
 - Manager: you are in a management position and supervise one or more supervisors
 - Executive: member of Senior Executive Service or equivalent
- Please indicate the type of employer you work for
 - Local Health Department
 - City or county govt
 - State govt
 - Non-profit,
 - Self-employed,
 - Hospital

- Academic center
- Private clinic/health facility
- Please indicate the length of time you have worked at your current organization
 - Less than a year
 - More than 1 year but less than 3 years
 - More than 3 years but less than 5 years
 - More than 5 years but less than 10 years
 - More than 10 years but less than 15 years
 - More than 15 but less than 20 years
 - More than 20 years
- Please indicate the length of time you have worked in your current profession
 - Less than a year
 - More than 1 year but less than 3 years
 - More than 3 years but less than 5 years
 - More than 5 years but less than 10 years
 - More than 10 years
- In your personal life, are you in a caregiver role or responsibilities?
 - Yes
 - No

Thank you for taking the time to participate in the Thriving Hearts Health Team Survey. Your feedback will help us improve workplaces for maternity care team members across the state.

As a thank-you for sharing your experiences, we'd love to send you a \$10 digital gift card.

Please let us know the best email address to ensure you receive your gift card:

[_____] (Field validated as email address)

You should receive your digital gift card within 10 business days.

The Thriving Hearts project is working to help people who care for moms and babies feel better at work and less burned out. We would like to check in with you again in a few months. Your responses will be kept confidential and will only be used for research purposes.

Is it ok for us to email you another survey invitation in about 9 months?

Yes

No

Would you like to receive general email updates about the study?

Yes

No

If you have any questions about the study, please contact ThrivingHeartsNC@unc.edu.

For additional information on health care workers and burnout, explore this resource:

- US Department of Health and Human Services Health Care Worker Burnout
<https://www.hhs.gov/surgeongeneral/reports-and-publications/health-worker-burnout/index.html>

You deserve support. It's ok to not be ok and to ask for help.

Calling or texting 988 or chatting 988Lifeline.org will connect you to compassionate care and support for mental health-related distress.

