

Appendix

Revised 9-item Mayo Clinic Participatory Management Leadership Index¹

Please answer the following questions about your experience with the supervisor who is most directly responsible for providing you administrative guidance, feedback, and support.

My supervisor...

1. Holds career development conversations with me
2. Empowers me to do my job
3. Encourages me to suggest ideas for improvement
4. Treats me with respect and dignity
5. Provides helpful feedback and coaching on my performance
6. Recognizes me for a job well done
7. Keeps me informed about changes taking place at (Institution)
8. Encourages me to develop my talents and skills
9. Overall, how satisfied are you with your supervisor?

Response options:

Items 1-8: 4-strongly agree, 3-agree, 2-neither agree nor disagree, 1-disagree, 0-strongly disagree

Item 9: 4-very satisfied, 3-satisfied, 2-neither satisfied nor dissatisfied, 1-dissatisfied, 0-very dissatisfied.

Scoring: Each item is scored on a 5-point scale (0-4) and the scores from the individual items are summed to compute an aggregate score (with higher scores indicating more favorable ratings)

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