

Supplementary Table 1

Principal Component Analysis (PCA) by Countries

German-speaking European Countries (AT-DE-CH)	Factor Loading		Comm- unality
	F1	F2	
1. Recognize a genuine ethical dilemma in practice	.597		.436
2. Make a sound ethical decision	.709		.518
3. Explain your ethical decisions using correct ethical terminology and language	.729		.533
4. Provide a clear statement of the personal values that guide your EDM and practice	.816		.575
5. Articulate legal guidelines related to complex ethical issues in patient care	.632		.404
6. Articulate the difference between ethical dilemmas, moral distress, issues related to inter-professional collaboration and communication, difficult patients. etc.	.855		.620
7. Articulate the definition of moral distress and provide an example in your practice	.801		.585
8. Identify ethical issues in complex patient care	.793		.590
9. Apply ethical decision-making models or structured processes to complex clinical problems	.572		.545
10. Participate in and/or guide mediation related to complex clinical problems involving ethical dilemmas or moral distress	.585		.462
11. Recognize and manage moral distress in self and others	.638		.385
12. Role model collaborative problem solving in complex clinical problems involving ethical dilemmas or moral distress	.562		.455
13. Engage in preventative ethics initiatives to address the ethical environment in your practice area		.704	.596
14. Mentor others to develop ethical practice behaviors		.651	.620
15. Address barriers to ethical practice through systems changes		.751	.569
16. Use preventative ethics to decrease unit level moral distress		.696	.577
17. Engage in health policy initiatives supporting social justice		.850	.601
18. Provide leadership at the unit. Organizational, local, state and federal level for policy change initiatives to address social justice issues in health care		.827	.564
Eigenvalue (rotated)	7.50	2.14	
% of explanatory variance (cumulative, rotated)	41.64	11.87	
Kaiser-Meyer-Olkin	0.899		
Bartlett's (Chi²; p)	2,051.33; p<.001		
USA	Factor Loading		Comm- unality
	F1	F2	
1. Recognize a genuine ethical dilemma in practice	.840		.713
2. Make a sound ethical decision	.964		.739
3. Explain your ethical decisions using correct ethical terminology and language	.688		.738
4. Provide a clear statement of the personal values that guide your EDM and practice	.784		.699
5. Articulate legal guidelines related to complex ethical issues in patient care	.512		.558
6. Articulate the difference between ethical dilemmas, moral distress, issues related to inter-professional collaboration and communication, difficult patients. etc.	.507		.696
7. Articulate the definition of moral distress and provide an example in your practice	.613		.702
8. Identify ethical issues in complex patient care	.751		.730
9. Apply ethical decision-making models or structured processes to complex clinical problems #	.405	.463	.718
10. Participate in and/or guide mediation related to complex clinical problems involving ethical dilemmas or moral distress		.844	.600
11. Recognize and manage moral distress in self and others	.513		.634
12. Role model collaborative problem solving in complex clinical problems involving ethical dilemmas or moral distress #		.565	.677
13. Engage in preventative ethics initiatives to address the ethical environment in your practice area		.943	.721
14. Mentor others to develop ethical practice behaviors #		.540	.718
15. Address barriers to ethical practice through systems changes		.930	.756
16. Use preventative ethics to decrease unit level moral distress §		.862	.727
17. Engage in health policy initiatives supporting social justice		.724	.489
18. Provide leadership at the unit, organizational, local, state and federal level for policy change initiatives to address social justice issues in health care §		.799	.669
Eigenvalue (rotated)	10.95	1.34	
% of explanatory variance (cumulative, rotated)	60.84	7.42	
Kaiser-Meyer-Olkin	0.912		
Bartlett's (Chi²; p)	1,448.96; p<.001		

Notes: promax rotation, wording of items was shortened in favor of layout features. # ambiguous factor cross-loading, factor loading based on muster matrix; AT Austria, DE Germany, CH Switzerland

Supplementary Table 2

Overview of the Comparison of the Factor Structure Between Countries (German-speaking European countries vs. USA)

Items	Components by Country	
	AT-DE-CH	U.S.
1. Recognize a genuine ethical dilemma in practice	1	1
2. Make a sound ethical decision	1	1
3. Explain your ethical decisions using correct ethical terminology and language	1	1
4. Provide a clear statement of the personal values that guide your EDM and practice	1	1
5. Articulate legal guidelines related to complex ethical issues in patient care	1	1
6. Articulate the difference between ethical dilemmas, moral distress, issues related to inter-professional collaboration and communication, difficult patients, etc.	1	1
7. Articulate the definition of moral distress and provide an example in your practice	1	1
8. Identify ethical issues in complex patient care	1	1
9. Apply ethical decision-making models or structured processes to complex clinical problems	1	1/2 [§]
10. Participate in and/or guide mediation related to complex clinical problems involving ethical dilemmas or moral distress	1	2
11. Recognize and manage moral distress in self and others	1	1
12. Role model collaborative problem solving in complex clinical problems involving ethical dilemmas or moral distress	1	2
13. Engage in preventative ethics initiatives to address the ethical environment in your practice area	2	2
14. Mentor others to develop ethical practice behaviors	2	2
15. Address barriers to ethical practice through systems changes	2	2
16. Use preventative ethics to decrease unit level moral distress	2	2
17. Engage in health policy initiatives supporting social justice	2	2
18. Provide leadership at the unit, organizational, local, state and federal level for policy change initiatives to address social justice issues in health care	2	2

Notes: wording of items was shortened in favor of layout features; numbers refer to equivalent Factor 1 and 2 from single principal component analysis, [§] ambiguous cross-loading factor, highlighted items indicate discrepancies between countries and items, which were not included in the EDCM-subscales; AT Austria, DE Germany, CH Switzerland

Supplementary Table 3

Reliability of EDMC Subscales by Country and for Total Sample

EDMC-subscale items	AT-DE-CH		U.S.		Total Sample	
Skill-based confidence dimension (skill-related)	Corrected item-scale correlation	Cronbach α , if item deleted	Corrected item-scale correlation	Cronbach α , if item deleted	Corrected item-scale correlation	Cronbach α , if item deleted
Item 1	0.582	0.876	0.675	0.936	0.622	0.903
Item 2	0.652	0.870	0.755	0.931	0.706	0.897
Item 3	0.648	0.871	0.814	0.928	0.716	0.896
Item 4	0.673	0.869	0.771	0.930	0.711	0.896
Item 5	0.531	0.882	0.705	0.935	0.595	0.906
Item 6	0.721	0.864	0.803	0.928	0.754	0.893
Item 7	0.704	0.865	0.827	0.927	0.758	0.893
Item 8	0.702	0.866	0.797	0.929	0.739	0.894
Item 11	0.512	0.881	0.743	0.932	0.594	0.904
Cronbach α	0.884		0.938		0.908	
Standardized α	0.886		0.938		0.909	
number of items	9		9		9	
Behavior-based confidence dimension (behavior-related)	Corrected item-scale correlation	Cronbach α , if item deleted	Corrected item-scale correlation	Cronbach α , if item deleted	Corrected item-scale correlation	Cronbach α , if item deleted
Item 13	0.671	0.820	0.721	0.900	0.681	0.852
Item 14	0.671	0.820	0.750	0.895	0.707	0.847
Item 15	0.642	0.826	0.850	0.881	0.715	0.847
Item 16	0.652	0.824	0.788	0.890	0.686	0.851
Item 17	0.610	0.832	0.657	0.909	0.639	0.859
Item 18	0.577	0.839	0.750	0.895	0.641	0.859
Cronbach α	0.851		0.911		0.874	
Standardized α	0.852		0.911		0.875	
number of items	6		6		6	

Notes: item numbering refer to included items in the shared two-factor solution; AT Austria, DE Germany, CH Switzerland

Supplementary Table 4

Analysis of EDMC Items by Country and for Total Sample

	AT-DE-CH (n=225)	U.S. (n=91)	Total (n=316)
Items	M (SD)	M (SD)	M (SD)
1. Recognize a genuine ethical dilemma in practice **	4.0 (0.7)	4.2 (0.7)	4.0 (0.7)
2. Make a sound ethical decision ***	3.4 (0.7)	4.0 (0.7)	3.6 (0.8)
3. Explain your ethical decisions using correct ethical terminology and language ***	3.1 (0.9)	3.6 (0.8)	3.2 (0.9)
4. Provide a clear statement of the personal values that guide your EDM and practice **	3.7 (0.8)	4.0 (0.9)	3.8 (0.8)
5. Articulate legal guidelines related to complex ethical issues in patient care **	3.3 (0.9)	3.6 (0.9)	3.4 (0.9)
6. Articulate the difference between ethical dilemmas, moral distress, issues related to inter-professional collaboration and communication, difficult patients, etc. ***	3.2 (0.9)	3.6 (0.8)	3.4 (0.9)
7. Articulate the definition of moral distress and provide an example in your practice***	3.1 (0.9)	3.7 (0.9)	3.3 (0.9)
8. Identify ethical issues in complex patient care **	3.6 (0.8)	3.9 (0.8)	3.7 (0.8)
9. Apply ethical decision-making models or structured processes to complex clinical problems ***	3.1 (0.9)	3.5 (0.9)	3.2 (0.9)
10. Participate in and/or guide mediation related to complex clinical problems involving ethical dilemmas or moral distress ***	3.0 (1.0)	3.4 (0.9)	3.1 (1.0)
11. Recognize and manage moral distress in self and others *	3.5 (0.7)	3.7 (0.8)	3.6 (0.8)
12. Role model collaborative problem solving in complex clinical problems involving ethical dilemmas or moral distress	3.6 (0.7)	3.5 (0.9)	3.7 (0.8)
13. Engage in preventative ethics initiatives to address the ethical environment in your practice area	3.3 (1.0)	3.5 (0.9)	3.4 (1.0)
14. Mentor others to develop ethical practice behaviors ***	3.2 (1.0)	3.7 (0.9)	3.4 (1.0)
15. Address barriers to ethical practice through systems changes ***	3.1 (0.9)	3.6 (0.9)	3.2 (0.9)
16. Use preventative ethics to decrease unit level moral distress	3.2 (0.9)	3.4 (0.8)	3.3 (0.9)
17. Engage in health policy initiatives supporting social justice ***	3.1 (1.0)	3.6 (0.9)	3.3 (1.0)
18. Provide leadership at the unit, organizational, local, state and federal level for policy change initiatives to address social justice issues in health care ***	2.8 (1.0)	3.5 (0.9)	3.0 (1.0)

Notes: n sample size, M Mean, SD Standard Deviation, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$ (Student T-test for independent samples), item values: 1-very low, 2-low, 3- moderate, 4-high, 5- very high; highlighted items indicate items which were not included in EDMC-subcales; AT Austria, DE Germany, CH Switzerland