

Measures Used in Barbour and Lammers (2015)

Measured using a Likert-type, 5-pt strongly agree (5) to strongly disagree (1) scale.

See the article for full index information.

Barbour, J. B., & Lammers, J. C. (2015). Measuring professional identity: A review of the literature and a multilevel confirmatory factor analysis of professional identity constructs. *Journal of Professions and Organization*, 2, 38-60. doi: 10.1093/jpo/jou009

Professional Commitment (Hoff, 2000)

- I talk up the medical profession to my friends as a great career.
- I feel very loyal to the medical profession.
- I am willing to put in a great deal of effort beyond that normally expected in order to help my profession be successful.
- For me, medicine is the best of all possible professions in which to work.
- I am proud to tell others I am part of this profession.
- I really care about the fate of the medical profession.

Belief in Autonomy (Hoff, 2000)

- Individual physicians should make their own decisions in regard to what is to be done in their work.
- Individual physicians should be left alone to exercise their own judgment in their work.
- Individual physicians should be their own bosses in almost every work situation.
- Individual physicians' decisions should be subject to reviews by others. (Reverse coded)

Belief in Self-Regulation (Hoff, 2000)

- Physicians' work is something only those trained in the field can evaluate.
- Only physicians can make judgments about how well other physicians practice medicine.
- Only a physician can fully evaluate another's medical judgments.
- Non-physicians are able to evaluate a physician's competence in practicing medicine. (Reverse coded)

Belief in the Economics of Managed Care (Barbour & Lammers, 2007)

- A free market is the best way to finance healthcare.
- The profit motive makes healthcare more efficient
- Competition among healthcare providers makes for a weaker healthcare system. (Reverse coded)
- The profit motive degrades the quality of health services. (Reverse coded)

Belief in Managed Care Organizing (Barbour & Lammers, 2007)

- My practice improves when I am responsible to a health plan.
- Physicians should be regarded as team members rather than as team captains in health services.
- A large organization provides better medical services than a small one.
- Solo practices are inefficient methods of delivering services.
- There is nothing wrong with paying managers of medical practices more than the physicians they manage.
- Physicians who have business sense make better practitioners.
- Well-informed management practices lead to the best medicine.

Experienced Autonomy (Hadley, Mitchell, Sulmasy, & Bloche, 1999)

- I have the freedom to spend sufficient time with my patients.
- I have the freedom to hospitalize patients who in my opinion require it.
- I have the freedom to keep patients in the hospital for the length of time I think is appropriate.
- I have the freedom to order tests and procedures whenever I want.
- I have the freedom to make referrals to a specialist whenever I deem them necessary.
- I have the freedom to use new treatments even when established ones are still available.

References

- Barbour, J. B., & Lammers, J. C. (2007). Health care institutions, communication, and physicians' experience of managed care: A multilevel analysis. *Management Communication Quarterly*, 21, 201-231. doi:10.1177/0893318907308747
- Hadley, J., Mitchell, J. M., Sulmasy, D. P., & Bloche, M. G. (1999). Perceived financial incentives, HMO market penetration, and physicians' practice styles and satisfaction. *Health Services Research*, 34, 307-321.
- Hoff, T. J. (2000). Professional commitment among US physician executives in managed care. *Social Science and Medicine*, 50, 1433-1444.