

Ratings:

0 = None or not applicable

1 = to a slight degree

3 = to a modest degree

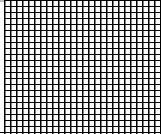
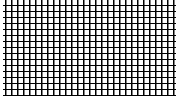
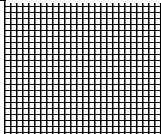
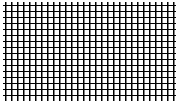
9 = to a great degree

Does this change result in benefits that are important to you, such as saving time or improving effectiveness, or bring positive attention, such as support or encouragement from colleagues or managers?

Does this change introduce any negative effects, such as increasing stress, increasing conflict, or reducing job satisfaction?

Does this change REMOVE or DECREASE anything negative, such as reducing job stress, reducing or eliminating conflict, or reducing or eliminating any other negative aspect of your work or the work environment?

Does this change take away anything you find positive about your work, such as positive work relationships, patient interaction, or other aspects of work you value?

	Positive Impact Rating	Negative Impact Rating	How certain are you this will occur?	Score
	0, 1, 3 or 9	0, 1, 3 or 9	0, 1, 3 or 9	
Does this change result in benefits that are important to you, such as saving time or improving effectiveness, or bring positive attention, such as support or encouragement from colleagues or managers?	0		0	0
Does this change introduce any negative effects, such as increasing stress, increasing conflict, or reducing job satisfaction?		3	3	9
Does this change REMOVE or DECREASE anything negative, such as reducing job stress, reducing or eliminating conflict, or reducing or eliminating any other negative aspect of your work or the work environment?	3		9	27
Does this change take away anything you find positive about your work, such as positive work relationships, patient interaction, or other aspects of work you value?		1	3	3