Supplemental Digital Content, Table 1. Exploratory Factor Analysis

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|  | **f1** | **f2** |
| 1. Witness healthcare providers giving “false hope” to a patient or family.
 | N/A | N/A |
| 1. Follow the family’s insistence to continue aggressive treatment even though I believe it is not in the best interest of the patient.
 | N/A | N/A |
| 1. Feel pressured to order or carry out orders for what I consider to be unnecessary or inappropriate tests and treatments.
 | .716 |  |
| 1. Be unable to provide optimal care due to pressures from administrators or insurers to reduce costs.
 | .877 |  |
| 1. Continue to provide aggressive treatment for a person who is most likely to die regardless of this treatment when no one will make a decision to withdraw it.
 | .698 |  |
| 1. Be pressured to avoid taking action when I learn that a physician, nurse, or other team colleague has made a medical error and does not report it.
 |  | .701 |
| 1. Be required to care for patients whom I do not feel qualified to care for.
 | .892 |  |
| 1. Participate in care that causes unnecessary suffering or does not adequately relieve pain or symptoms.
 | N/A | N/A |
| 1. Watch patient care suffer because of a lack of provider continuity.
 | N/A | N/A |
| 1. Follow a physician’s or family member’s request not to discuss the patient’s prognosis with the patient/family.
 | .746 |  |
| 1. Witness a violation of a standard of practice or a code of ethics and not feel sufficiently supported to report the violation.
 | N/A | N/A |
| 1. Participate in care that I do not agree with, but do so because of fears of litigation.
 | N/A | N/A |
| 1. Be required to work with other healthcare team members who are not as competent as patient care requires.
 | N/A | N/A |
| 1. Witness low quality of patient care due to poor team communication.
 | N/A | N/A |
| 1. Feel pressured to ignore situations in which patients have not been given adequate information to ensure informed consent.
 | N/A | N/A |
| 1. Be required to care for more patients than I can safely care for.
 | N/A | N/A |
| 1. Experience compromised patient care due to lack of resources/equipment/bed capacity.
 | N/A | N/A |
| 1. Experience lack of administrative action or support for a problem that is compromising patient care.
 | N/A | N/A |
| 1. Have excessive documentation requirements that compromise patient care.
 |  | .773 |
| 1. Fear retribution if I speak up.
 |  | .789 |
| 1. Feel unsafe/bullied amongst my own colleagues.
 |  | .732 |
| 1. Be required to work with abusive patients/family members who are compromising quality of care.
 |  | .781 |
| 1. Feel required to overemphasize tasks and productivity or quality measures at the expense of patient care.
 | N/A | N/A |
| 1. Be required to care for patients who have unclear or inconsistent treatment plans or who lack goals of care.
 | N/A | N/A |
| 1. Work within power hierarchies in teams, units, and my institution that compromise patient care.
 |  | .665 |
| 1. Participate on a team that gives inconsistent messages to a patient/family.
 | N/A | N/A |
| 1. Work with team members who do not treat vulnerable or stigmatized patients with dignity and respect.
 | N/A | N/A |

**Not**e. N/A designates an item that did not have a coefficient over .6 within one of factors.