Supplemental Digital Content Table 2. Sample Descriptives

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| Characteristic\* | Total sample N = 55 | Leaders  N = 11 | Frontline Nurses  N = 44 | Statistic (p-value) |
| Years Nursing Experience | 19.75 (11.674) | 22.90 (13.691) | 19.34 (11.101) | t=-.823 (.208) |
| Graduate Degree Undergraduate Degree | 24 (43.6)  31 (56.4) | 8 (33.3)  3 (9.7) | 16 (66.7)  28 (90.3) | X2 = 4.731 (.030) |
| Inpatient Area  Outpatient Area | 38 (69.1)  17 (30.9) | 9 (23.7)  2 (11.8) | 29 (76.3)  15 (88.2) | X2 = 1.043 (.307) |

Note. \*Characteristic reported as Frequency (percentage) except Nursing Experience, which is Mean (Standard Deviation).