

Online Supplementary Material

Finley EP, Pugh JA, Lanham HJ, et al. Relationship quality and patient-assessed quality of care in VA primary care clinics: development and validation of the Work Relationships Scale. *Ann Fam Med*. 2013;11(6):543-549.

<http://www.annfammed.org/content/11/6/543>

**Supplemental Table. Initial Item-Fit Statistics for the Work Relationship Scale (WRS)
(n = 457)**

Item	χ^2	df	P Value	Outfit Mean Square	Infit Mean Square
1. This clinic encourages nursing staff (ie, RN, LVN, MA, CMA) input for making changes. ^a	275.73	355	.999	0.775	0.735
2. Most people in this clinic are willing to change how they do things in response to feedback from others. ^a	282.48	355	.998	0.793	0.8
3. Most people in this clinic actively seek new ways to improve how we do things. ^a	265.22	355	> .999	0.745	0.768
4. Most people in this clinic are comfortable voicing their opinion even though it may be unpopular. ^a	321.86	355	.896	0.904	0.933
5. Most people in this clinic pay attention to how their actions affect others in the clinic. ^a	292.75	355	.993	0.822	0.837
6. After making a change, we usually discuss what worked and what didn't. ^a	207.67	355	> .999	0.583	0.592
7. Most people in this clinic get together to talk about their work. ^a	245.69	355	> .999	0.69	0.718
8. On most days, information is communicated in this clinic through memos, post-it notes, or e-mails.	530.67	355	< .001	1.491	1.355
9. This clinic values people who have different points of view. ^a	234.24	355	> .999	0.658	0.613
10. Difficult problems in this clinic are usually solved through face-to-face discussion. ^a	230.44	355	> .999	0.647	0.63
11. We regularly take time to consider ways to improve how we do things. ^a	253.89	355	> .999	0.713	0.633
12. Most people in this clinic tend to think differently about important issues.	788.62	355	< .001	2.215	1.976
13. When there is a conflict in this clinic, the people involved are encouraged to talk about it. ^a	199.16	355	> .999	0.559	0.561
14. Most people in this clinic regularly talk about their personal lives with coworkers.	650.23	355	< .001	1.826	1.679
15. Most people in this clinic do not feel they need to check all the information they receive before acting on it.	1168.30	355	< .001	3.282	2.525
16. Most people in this clinic understand how their job fits into the rest of the clinic. ^a	328.27	355	.842	0.922	0.966

Online Supplementary Data

<http://www.annfammed.org/content/11/6/543/DC1>

Item	χ^2	df	P Value	Outfit Mean Square	Infit Mean Square
17. This clinic usually encourages everybody's input for making changes. ^a	199.32	355	> .999	0.56	0.541
18. My opinion is valued by others in this clinic. ^a	218.88	355	> .999	0.615	0.645
19. The leadership in this clinic usually makes sure that we have the time and space necessary to discuss changes to improve care. ^a	258.85	355	> .999	0.727	0.719

CMA = certified medical assistant; LVN = licensed vocational nurse; MA = medical assistant; RN = registered nurse.
^a Indicates items included in the final scale.