## CF_DataDictionary
| Scale | Variable Name | Question/Description of Variable | Displayed Answer/Description [Coded Value] |
| --- | --- | --- | --- |
| Info Sheet/Consent | ResponseID | Record ID | NaN |
| NaN | Consent | Documentation of Waived Signed Consent | Yes [1]\nNo [0] |
| NaN | Role | Which best describes your current job role? | Animal caretaker or laboratory technician [Animal Caretaker]\nManager of an animal facility or laboratory [Manager] \nResearcher [Researcher]\nResearch Technician [Technician] \nVeterinarian [Veterinarian]\nVeterinary Technician/Named Animal Care and Welfare Officer (NACWO) [VetTech]\nIACUC/Ethical Review/Compliance Coordinator or Member [IACUC]\nOther [Other] |
| NaN | Role\_Condensed | Which best describes your current job role? | Animal caretaker or laboratory technician [Animal Caretaker]\nManager of an animal facility or laboratory [Manager] \nResearcher [Researcher]\nResearch Technician [Other] \nVeterinarian [Veterinary]\nVeterinary Technician/Named Animal Care and Welfare Officer (NACWO) [Veterinary]\nIACUC/Ethical Review/Compliance Coordinator or Member [Other]\nOther [Other] |
| NaN | Role\_Other | Which best describes your current job role? Other Text | Free response |
| NaN | Years | How many years have you worked with research animals?\n\nNote: work is definitely broadly including both hands-on and hands-off work, from changing cages to conducting procedures to designing studies or reviewing protocols. | Any value |
| NaN | Hours | During an average week, about how many hours do you work? | Any value |
| NaN | Hours\_Categorical | During an average week, about how many hours do you work? | 40 or less [40 or Less] \nGreater than 40 [Over40] |
| NaN | Education | What best describes your highest level of education/certification? | Graduate or veterinary degree (MS, PhD, DVM, MD, etc.) [GradorVet]\nBachelor's degree (4-year degree) [BS]\nAssociate degree (2-year degree) [Associate] \nHigh school diploma/GED/equivalence [HighSchool] \nNone of the above [None] |
| NaN | Education\_Summarized | What best describes your highest level of education/certification? | Graduate or veterinary degree (MS, PhD, DVM, MD, etc.) [GradorVet]\nBachelor's degree (4-year degree) [BSorLess]\nAssociate degree (2-year degree) [BSorLess] \nHigh school diploma/GED/equivalence [BSorLessorLess] \nNone of the above [BSorLessorLess] |
| NaN | HandsOn | Do you currently work hands-on with research animals?\nThis may include changing cages, conducting procedures, or other hands-on work. | Yes [Yes]\nNo [No] |
| NaN | Institution\_Coded | Current institution (De-identified) | 1\n2\n3\n4\n5\n6 |
| NaN | Institution\_Type | At what type of institution do you currently work? | Academic\nResearch Institute\nPharmaceutical |
| NaN | StressPain | Which of the below best describes the degree of stress/pain that most of animals you care for experience? | Little or no discomfort or stress [1]\nMinor stress or pain of a short duration [2]\nModerate stress or pain of a short duration [3]\nProcedures which cause severe pain near, at, or above the pain tolerance threshold of unanesthetized conscious animals [4]\nI don't know [99] |
| NaN | Comments\_Demographics | Any comments at this point in the survey? | Free response |
| CF Knowledge | DefCom | I am familiar with the definition and components compassion fatigue. | Strongly disagree [1]\nDisagree [2]\nSomewhat disagree [3]\nNeutral [4]\nSomewhat agree [5]\nAgree [6]\nStrongly agree [7] |
| NaN | Strategies | I understand what effective strategies are to combat compassion fatigue. | NaN |
| NaN | Implement | I have implemented strategies to improve my compassion fatigue resiliency. | NaN |
| NaN | Experience | I have experienced compassion fatigue in the past | NaN |
| NaN | DefCom\_Categorical | I am familiar with the definition and components compassion fatigue. | Strongly disagree [Disagree]\nDisagree [Disagree]\nSomewhat disagree [Disagree]\nNeutral [Neutral]\nSomewhat agree [Agree]\nAgree [Agree]\nStrongly agree [Agree] |
| NaN | Strategies\_Categorical | I understand what effective strategies are to combat compassion fatigue. | NaN |
| NaN | Implement\_Categorical | I have implemented strategies to improve my compassion fatigue resiliency. | NaN |
| NaN | Experience\_Categorical | I have experienced compassion fatigue in the past | NaN |
| NaN | CF\_Rating | Overall, based on your definition of compassion fatigue, how would you rate your level of compassion fatigue? | I enjoy my work. I have no symptoms of compassion fatigue [1] \nOccasionally I feel burned out or feel some stress from my work with animals, but I don’t really feel like I have compassion fatigue [2]\nI am definitely burning out and have symptoms of compassion fatigue from my work with animals [3]\nThe symptoms of compassion fatigue that I’m experiencing won’t go away [4] \nI feel so much compassion fatigue and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help [5] |
| NaN | CF\_Worse | For you personally, what, if anything makes compassion fatigue occur or become worse? | Free response |
| NaN | CF\_Better | For you personally, what, if anything makes compassion fatigue better? | Free response |
| ProQoL | As someone who works with laboratory animals, the work you do can be difficult as you care for them in sickness and in health. Your interaction with the laboratory animals in your care has both positive and negative aspects. \nWe would like to ask you questions about your experiences, both positive and negative, in your current position. Consider each of the following questions about you and your current situation. Select the answer that honestly reflects how frequently you experienced these characteristics in last 30 days. | NaN | NaN |
| NaN | ProQoL\_1 | I am happy. | Never [1]\nRarely [2]\nSometimes [3]\nOften [4]\nVery often [5] |
| NaN | ProQoL\_2 | I am preoccupied with more than one laboratory animal that I care for | NaN |
| NaN | ProQoL\_3 | I get satisfaction from being able to care for laboratory animals | NaN |
| NaN | ProQoL\_4 | I feel connected to others | NaN |
| NaN | ProQoL\_5 | I jump or am startled by unexpected sounds | NaN |
| NaN | ProQoL\_6 | I feel invigorated after working with those I care for | NaN |
| NaN | ProQoL\_7 | I find it difficult to separate my personal life from my life with laboratory animals | NaN |
| NaN | ProQoL\_8 | I am not as productive at work because I am losing sleep over traumatic experiences of a laboratory animal I cared for | NaN |
| NaN | ProQoL\_9 | I think that I might have been affected by the traumatic stress of those I care for | NaN |
| NaN | ProQoL\_10 | I feel trapped by my work with laboratory animals | NaN |
| NaN | ProQoL\_11 | Because of my care giving, I have felt "on edge" about various things | NaN |
| NaN | ProQoL\_12 | I like my work with laboratory animals | NaN |
| NaN | ProQoL\_13 | I feel depressed because of the traumatic experiences of the laboratory animals I care for | NaN |
| NaN | ProQoL\_14 | I feel as though I am experiencing the trauma of a laboratory animal I have cared for | NaN |
| NaN | ProQoL\_15 | I have beliefs that sustain me | NaN |
| NaN | ProQoL\_16 | I am pleased with how I am able to keep up with care giving techniques and protocols | NaN |
| NaN | ProQoL\_17 | I am the person I always wanted to be | NaN |
| NaN | ProQoL\_18 | My work makes me feel satisfied | NaN |
| NaN | ProQoL\_19 | I feel worn out because of my work as a laboratory animal caregiver | NaN |
| NaN | ProQoL\_20 | I have happy thoughts and feelings about those I care for and how I could care for them | NaN |
| NaN | ProQoL\_21 | I feel overwhelmed because my workload seems endless | NaN |
| NaN | ProQoL\_22 | I believe I can make a difference through my work | NaN |
| NaN | ProQoL\_23 | I avoid certain activities or situations because they remind me of frightening experiences of the laboratory animals I care for | NaN |
| NaN | ProQoL\_24 | I am proud of what I can do to help | NaN |
| NaN | ProQoL\_25 | As a result of my care giving, I have intrusive, frightening thoughts | NaN |
| NaN | ProQoL\_26 | I feel "bogged down" by the system | NaN |
| NaN | ProQoL\_27 | I have thoughts that I am a "success" as a caregiver | NaN |
| NaN | ProQoL\_28 | I can't recall important parts of my work with traumatized laboratory animals | NaN |
| NaN | ProQoL\_29 | I am a very caring person | NaN |
| NaN | ProQoL\_30 | I am happy that I chose to do this work | NaN |
| NaN | Burnout | ProQoL scale | Any value between 10-50 |
| NaN | Secondary Traumatic Stress | NaN | NaN |
| NaN | Compassion Satisfaction | NaN | NaN |
| Perceived Stress Scale | The questions in this scale ask you about your feelings and thoughts during the last month In each case, you will be asked to indicate by choosing the statement that describes how often you felt or thought a certain way. | NaN | Never [0]\nAlmost Never [1]\nSometimes [2]\nFairly Often [3]\nVery Often [4] |
| NaN | PSS\_1 | In the last month, how often have you been upset because of something that happened unexpectedly? (PSS\_1) | NaN |
| NaN | PSS\_2 | In the last month, how often have you felt that you were unable to control the important things in your life? (PSS\_2) | NaN |
| NaN | PSS\_3 | In the last month, how often have you felt nervous and "stressed"? (PSS\_3) | NaN |
| NaN | PSS\_4 | In the last month, how often have you felt confident about your ability to handle your personal problems? (PSS\_4) | NaN |
| NaN | PSS\_5 | In the last month, how often have you felt that things were going your way? (PSS\_5) | NaN |
| NaN | PSS\_6 | In the last month, how often have you found that you could not cope with all the things you had to do? (PSS\_6) | NaN |
| NaN | PSS\_7 | In the last month, how often have you been able to control irritations in your life? (PSS\_7) | NaN |
| NaN | PSS\_8 | In the last month, how often have you felt that you were on top of things? (PSS\_8) | NaN |
| NaN | PSS\_9 | In the last month, how often have you been angered because of things that were outside of your control? (PSS\_9) | NaN |
| NaN | PSS\_10 | In the last month, how often have you felt difficulties were piling up so high that you could not overcome them? (PSS\_10) | NaN |
| NaN | PSS\_Total | PSS Total | Any value between 0-40 |
| Connor Davidson Resilience to Stress Scale | Please indicate how true you feel the below statements have been over the past 30 days. | NaN | Not at all true [0]\nRarely True [1]\nSometimes True [2]\nOften True [3]\nTrue nearly all of the time [4] |
| NaN | CDRISC\_1 | I am able to adapt when changes occur. | NaN |
| NaN | CDRISC\_2 | I tend to bounce back after illness, injury, or other hardships. | NaN |
| NaN | CDRISC\_Total | CDRISC Total | Any value between 0-8 |
| Affective Job Satisfaction | Thinking specifically about your current job, how much do you agree with the following? | NaN | Strongly disagree [1] \nDisagree [2]\nSomewhat disagree [3] \nNeutral [4]\nSomewhat agree [5] \nAgree [6]\nStrongly agree [7] |
| NaN | JobSatisfaction\_1 | I find real enjoyment in my job | NaN |
| NaN | JobSatisfaction\_2 | My job is unusual | NaN |
| NaN | JobSatisfaction\_3 | I like my job better than the average person | NaN |
| NaN | JobSatisfaction\_4 | My job needs me to be fit | NaN |
| NaN | JobSatisfaction\_5 | Most days I am enthusiastic about my job | NaN |
| NaN | JobSatisfaction\_6 | My job is time consuming | NaN |
| NaN | JobSatisfaction\_7 | I feel fairly well satisfied with my job | NaN |
| NaN | JobSatisfy\_Summary | JobSatisfaction total | Any value between 7-49 |
| Retention Overall | Please indicate how false or true the following statements are for you about your work with research animals: | NaN | Definitely false [1] to Definitely True [8] |
| NaN | MNRI\_1 | It is my intention to continue with my research animal career in the forseeable future. | NaN |
| NaN | MNRI\_2 | I would like to stay in the research animal field as long as possible. | NaN |
| NaN | MNRI\_3 | As soon as it is convenient for me, I plan to leave the research animal profession. | NaN |
| NaN | MNRI\_4 | I expect to keep working with research animals. | NaN |
| NaN | MNRI\_5 | My plan is to remain with my research animal career as long as I am able. | NaN |
| NaN | MNRI\_6 | I would like to find other employment by leaving the research animal field. | NaN |
| NaN | MNRI\_Comments\_1 | Any comments? | Free response |
| NaN | MNRI\_General\_Summary | MNRI Total | Any value between 6-48 |
| Retention Hands\_On | Please indicate how false or true the following statements are for you about your hands-on work with research animals\*: | NaN | Definitely false [1] to Definitely True [8]\nQuestion not displayed [N/A] |
| NaN | MNRI\_HandsOn\_1\* | It is my intention to continue with working hands-on with research animals in the forseeable future. | NaN |
| NaN | MNRI\_HandsOn\_2\* | I would like to stay working hands-on with research animals as long as possible. | NaN |
| NaN | MNRI\_HandsOn\_3\* | As soon as it is convenient for me, I plan to stop working hands-on with research animals | NaN |
| NaN | MNRI\_HandsOn\_4\* | I expect to keep working hands-on with research animals. | NaN |
| NaN | MNRI\_HandsOn\_5\* | My plan is to remain with working hands-on with research animals as long as I am able | NaN |
| NaN | MNRI\_HandsOn\_6\* | I would like to find other employment by leaving roles requiring hands-on workwith research animals | NaN |
| NaN | MNRI\_Comments\_1\* | Any comments? | Free response\nQuestion not displayed [N/A] |
| NaN | MNRI\_HandsOn\_Summary\* | MNRI Hands On Total | Any value between 6-48 |
| CF Program | Most\_Beneficial | What, if anything, do you feel would be the most beneficial aspect of an institutional compassion fatigue resiliency program? | Free response |
| NaN | Participation | Which of the following aspects of a compassion fatigue resiliency program do you anticipate participating in? | Webinar on Overview of Compassion Fatigue Resiliency [1] \nWebinar on Mindfulness [2]\nWebinar on Communication & Trust in the Workplace [3] \nWebinar on Culture of Care [4] \nWebinar on Meaning Making [5] \nAccessing reading materials on compassion fatigue [6] \nAccessing mindfulness or gratitude materials [7] \nParticipating in group activities that your CF committee organizes [8] \nViewing the poster on compassion fatigue resiliency [9] \nAccessing independent wellness activities [10] \nIn person activities [11]\nAccessing the NA3RsC website [12]\nEnrichment activities [13]\nMemorial activities [14]\nOther [Free response] |
| NaN | Participation\_1 | Webinar on Overview of Compassion Fatigue Resiliency | Checked off box [1]\nBox unchecked [0] |
| NaN | Participation\_2 | Webinar on Mindfulness | NaN |
| NaN | Participation\_3 | Webinar on Communication & Trust in the Workplace | NaN |
| NaN | Participation\_4 | Webinar on Culture of Care | NaN |
| NaN | Participation\_5 | Webinar on Meaning Making | NaN |
| NaN | Participation\_6 | Accessing reading materials on compassion fatigue | NaN |
| NaN | Participation\_7 | Accessing mindfulness or gratitude materials | NaN |
| NaN | Participation\_8 | Participating in group activities that your CF committee organizes | NaN |
| NaN | Participation\_9 | Viewing the poster on compassion fatigue resiliency | NaN |
| NaN | Participation\_10 | Accessing independent wellness activities | NaN |
| NaN | Participation\_11 | In person activities | NaN |
| NaN | Participation\_12 | Accessing the NA3RsC website | NaN |
| NaN | Participation\_13 | Enrichment activities | NaN |
| NaN | Participation\_14 | Memorial activities | NaN |
| NaN | Participation Sum | Participation Total | Any value from 0-14 |
| NaN | NaN | NaN | NaN |
| NaN | \*Question are only displayed if "Do you currently work hands-on with research animals?" is answered yes. | NaN | NaN |