

## APPENDICES

### Appendix A: Literature Review Search Strategy

The search strategy for the literature review was conducted using a combination of the following terms: “reciprocal value”, “global health”, “competency development”, “reverse innovation”, “frugal innovation”, “global partnerships”, “mutual learning”, “personal development”, “professional development”, “international program”, and “competency framework”.

### Appendix B: Original Questionnaire

#### Determining the reciprocal value of your global health experience

##### Introduction

This survey is designed to allow you to reflect upon your international work experience facilitated by SickKids International or the SickKids Centre for Global Child Health. Your participation will allow the Investigators to better assess the value of global health work to SickKids, and ensure that the future program participants obtain the most from their international experiences.

Please answer the following questions to the best of your ability. You may provide as little or as much detail as you like. This survey is anonymous and will not be used to identify you in any way.

##### Background Information

1. Please select your gender. (*select one option*)

- Male
- Female
- Other

2. Please identify your age. (*select one option*)

- < 25 years
- 25 - <35 years
- 35 - 50 years
- > 50 years

3. What is your current role at SickKids? (*select one option*)

- Physician
- Clinical Nurse
- Nurse Educator
- Other (specify)

4. How many times have you participated in international work run through SickKids? (*select one option*)

- 1
- 2-3
- 4-5
- 6 or more

5. What is the longest amount of time you have spent on a single visit to a low or middle-income country through SickKids?? (select one option)

- < 1 week
- 1 - < 4 weeks
- 1 - 3 months
- > 3 months

6. List the countries you have visited during your international work for SickKids.

7. Have you ever been involved in an international health-related program outside of SickKids?

- Yes
- No

8. Is international travel to low or middle-income countries a part of your work at SickKids?

- Yes
- Sometimes
- No

**Personal Impact**

9. To what extent did you enjoy your most recent overseas experience?

- Absolutely
- Mostly
- Neutral
- Somewhat
- Not at all

10. To what extent do you feel you personally benefitted from your overseas experience(s)?(Select the category that best reflects your experience)

	<b>Strongly Disagree (1)</b>	<b>Disagree (2)</b>	<b>Neutral (3)</b>	<b>Agree (4)</b>	<b>Strongly Agree (5)</b>	<b>N/A</b>
I fulfilled my desire to travel.						
I experienced a new culture.						
I made new friendships.						



	<b>Strongly Disagree (1)</b>	<b>Disagree (2)</b>	<b>Neutral (3)</b>	<b>Agree (4)</b>	<b>Strongly Agree (5)</b>	<b>N/A</b>
I have an improved awareness of the resources available in developing countries.						
I have a greater understanding of global health issues.						
My cultural competence has improved.						
I have an improved understanding of the complexity of research conducted in developing countries.						

12. Do you feel more confident in your work at SickKids as a result of your overall experience overseas in low or middle-income countries?

- Yes (go to question 12.1)
- No

12.1 To what extent has your improved confidence impacted your work at SickKids?

*(Select the category that best reflects your experience)*

	<b>Strongly Disagree (1)</b>	<b>Disagree (2)</b>	<b>Neutral (3)</b>	<b>Agree (4)</b>	<b>Strongly Agree (5)</b>	<b>N/A</b>
I share my opinion more often.						
I communicate more effectively.						
I encourage colleagues to share their views more often.						
I work more productively while under pressure.						
I am more receptive to constructive criticism.						
I am more successful assessing patients.						



	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
I am more receptive to new ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more likely to apply new methods and technologies to improve work processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am better at managing my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more transparent in dealing with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more likely to act consistently between expressed principles and behaviours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more likely to stand by my decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am better at providing my team with a clear direction and objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more likely to look for ways to motivate my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am better at identifying priorities and defining realistic objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am better equipped to anticipate new trends and identify long-term goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more likely to encourage my team to be innovative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Has your overall experience overseas in low or middle-income countries improved your cultural competence?

- Yes (go to question 14.1)
- No

14.1 To what extent has your improved cultural competence impacted your work at SickKids?  
(Select the category that best reflects your experience)





	<b>Strongly Disagree (1)</b>	<b>Disagree (2)</b>	<b>Neutral (3)</b>	<b>Agree (4)</b>	<b>Strongly Agree (5)</b>	<b>N/A</b>
I have better basic skills (reading, writing etc).						
I am better at developing a curriculum.						

15.2 How could your overseas experience be improved to facilitate greater skill development among SickKids employees? *(Select the category that best reflects your experience)*

	<b>Strongly Disagree (1)</b>	<b>Disagree (2)</b>	<b>Neutral (3)</b>	<b>Agree (4)</b>	<b>Strongly Agree (5)</b>	<b>N/A</b>
There should be stronger support before, during or after overseas visits.						
There should be more comprehensive training before travelling overseas.						
Overseas visits should be longer.						
There should be more collaboration between partners.						
There should be more opportunities to practice skills.						
There should be more opportunities to provide feedback for the program.						
There should be more opportunities to receive feedback on individual performance.						
There should be more opportunities to teach.						
There should be more contact with patients.						

	<b>Strongly Disagree (1)</b>	<b>Disagree (2)</b>	<b>Neutral (3)</b>	<b>Agree (4)</b>	<b>Strongly Agree (5)</b>	<b>N/A</b>
There should be more contact with students.	○ — ○ — ○ — ○ — ○ — ○					

16. Have you tried to make any changes to your workplace upon your return to SickKids?

- Yes (go to question 16.1, 16.2)
- Yes, but I was unsuccessful (go to question 16.2)
- No

16.1 Please describe any changes you have made to your workplace upon your return to SickKids.

16.2 How has your international experience contributed to your desire to change your workplace at SickKids? (*Select the category that best reflects your experience*)

	<b>Strongly Disagree (1)</b>	<b>Disagree (2)</b>	<b>Neutral (3)</b>	<b>Agree (4)</b>	<b>Strongly Agree (5)</b>	<b>N/A</b>
It has introduced me to new ideas or information.	○ — ○ — ○ — ○ — ○ — ○					
It has presented me with new technologies.	○ — ○ — ○ — ○ — ○ — ○					
It has inspired a personal attitude change within myself.	○ — ○ — ○ — ○ — ○ — ○					
It has provided me with a new perspective to approach health care.	○ — ○ — ○ — ○ — ○ — ○					
It has encouraged my existing beliefs about health care.	○ — ○ — ○ — ○ — ○ — ○					

17. Were you exposed to any innovative ideas or technologies during your international experience(s)?

- Yes (go to question 17.1, 17.2)
- No

17.1 Please describe any innovative ideas or technologies you were exposed to during your international experience(s).

17.2 How have you, or how might you apply these innovations or technologies at SickKids?

18. Do you think that your work overseas is valued by your colleagues?

- Absolutely
- Mostly
- Neutral
- Somewhat
- Not at all

19. Do you think that your work overseas is valued by senior administrators of the hospital?

- Absolutely
- Mostly
- Neutral
- Somewhat
- Not at all

20. Do you think that your work overseas is valued by the hospital foundation?

- Absolutely
- Mostly
- Neutral
- Somewhat
- Not at all

21. Do you think that your international experience has had a positive impact on the SickKids brand back in Canada?

- Absolutely
- Mostly
- Neutral
- Somewhat
- Not at all
- Not sure

22. Please provide any additional reflections on your overseas experience(s) with SickKids, or your

experience taking this questionnaire.

**Appendix C: Demographic characteristics of survey sample (N=156)**

Variables		N	Percentage (%)
<b>Total</b>	Number of surveys sent	478	100
	Responses	161	34
	Sample for analysis	156	33
<b>Sex</b>	Male	25	16
	Female	131	84
<b>Age</b>	25 - < 35 years	25	16
	35 – 50 years	72	46
	> 50 years	59	38
<b>Occupation</b>	Physician	27	17
	Nurse	65	42
	Allied Health Professional	37	24
	Researcher	11	7
	Other	16	10
<b>Length of Employment</b>	<5 years	20	13
	5 – 10 years	32	21
	10 – 20 years	59	38
	> 20 years	45	29
<b>Number of times participated in international work through SickKids</b>	1 time	53	34
	2 – 3 times	50	32
	4 – 5 times	27	17
	6 or more	25	16
<b>Longest amount of time spent on a single visit to a developing country as a SickKids employee</b>	<1 week	20	13
	1-<4 weeks	84	54
	1-3 months	31	27
	>3 months	10	7

**Appendix D: Flooring & Ceiling Effects**

- Proportional distribution of questions >33% of sample in the extremes

- No floor effects were found; a ceiling effect was found in 14 variables (between 32.8% to 71.2%)
- This exercise led to the exclusion of the question “*I experienced a new culture*”, as it had over 70% responses indicating that they ‘strong agreed’, and may have potentially skewed results.

Items	Completion Rate (total n=156)	% Floor Effects	% Ceiling Effect
<b>Domain 1: Knowledge of Global Health</b>			
I have an improved understanding of the complexity of research conducted in developing countries	143 (91.7%)	4.2	24.5
I have a greater understanding of global health issues	152 (97.4%)	0.7	34.9*
I have an improved understanding of the health challenges facing developing countries	150 (96.2%)	0.7	53.3*
I have an improved awareness of the needs of developing countries	148 (94.9%)	0.7	43.9*
I have an improved awareness of the resources available in developing countries	148 (94.9%)	0.7	42.6*
<b>Domain 2: Cultural Awareness &amp; Promotion</b>			
I am more aware of my own behaviours and attitudes towards culture	125 (80.1%)	0.8	32.8*
I stress the importance of cultural competence among my colleagues	124 (79.5%)	0.0	28.2
I experienced a new culture ( <i>removed</i> )	111 (71.2%)	1.3	71.2*
I look for ways to make my work environment more multicultural	124 (78.8%)	0.8	15.4
<b>Domain 3: Teamwork &amp; Collaboration</b>			
I encourage colleagues to share their views more often ( <i>removed</i> )	106 (67.9%)	0.9	20.8
I offer to help my colleagues more often	106 (67.9%)	1.9	11.3
I am better at managing my team	98 (62.8%)	0.0	13.3

I am more likely to look for ways to motivate my team	108 (69.2%)	0.0	17.6
I am better at keeping my team informed of any relevant issues	113 (72.4%)	0.9	13.3
I am more likely to encourage my team to be innovative	109 (69.9%)	0.0	17.4
I am better at working as part of a team	120 (76.9%)	0.8	23.3
<b>Domain 4: Personal Capacity Development</b>			
My desire to pursue further education has increased	154 (98.7%)	7.8	25.3
I made changes in my personal life	154 (98.7%)	11.0	7.1
I made new friendships	156 (100%)	1.3	42.3*
I experienced personal growth	156 (100%)	1.3	46.2*
I fulfilled my desire to travel	155 (99.4%)	3.2	42.6*
I changed my attitude towards myself	156 (100%)	3.2	17.9
I am more sensitive to other cultures	153 (98.1%)	0.0	35.9*
My cultural competence has improved	153 (98.1%)	0.0	38.6*
<b>Domain 5: Professional Capacity Development</b>			
<b>Domain 5a: Soft Skills</b>			
I take on new challenges more often	107 (68.6%)	0.0	24.3
I am better at controlling my emotions	116 (74%)	1.7	13.8
I communicate more effectively	107 (68.6%)	0.0	19.6
I am more receptive to constructive criticism	106 (67.9%)	0.0	13.2
I have improved interpersonal skills	121 (77.6%)	0.0	24.0
I share my opinion more often	107 (68.6%)	0.0	15.0
I am more organized	122 (78.2%)	0.8	13.9
I am better at problem solving	121 (77.6%)	0.8	19.0

<b>Domain 5b: Job-related skills</b>			
I have better basic skills (reading, writing, etc.)	118 (75.6%)	3.4	15.3
I am better at assessing patients	88 (56.4%)	1.1	12.5
I am a better clinician	98 (62.8%)	1.0	14.3
I am better at developing a curriculum	104 (66.7%)	0.0	33.7*
I am better at caring for patients	91 (58.3%)	1.1	13.2
I am more willing to write research proposals pertaining to developing countries	86 (55.1%)	9.3	9.3
I am a better researcher	88 (56.4%)	3.4	4.5
I am a better teacher	116 (74.4%)	0.0	35.3*
<b>Domain 5c: Self-management &amp; awareness</b>			
I was exposed to new ideas	155 (99.4%)	1.9	41.9*
I work more productively while under pressure	107 (68.6%)	0.9	20.6
I adapt more readily to changing priorities and demands	107 (68.6%)	0.0	25.2
I am more receptive to new ideas	116 (74.4%)	0.0	19.8
I am more likely to apply new methods and technologies to improve work processes	115 (73.7%)	1.7	20.0
I am more likely to take responsibility for my actions	106 (67.9%)	0.9	15.1
<b>Domain 5d: Ethical Reasoning</b>			
I am more comfortable adjusting to new situations	106 (67.9%)	0.0	24.5
I am more successful at seeing tasks through to completion	116 (74.4%)	0.9	13.8
I am more aware of the ethical complications of conducting research on patients	101 (64.7%)	0.0	18.8

I am better at navigating the ethical implications of research	96 (61.5%)	1.0	16.7
I am more transparent in dealing with others	116 (74.4%)	0.0	15.5
<b>Domain 6: Patient Centred Care</b>			
I am less likely to get frustrated with my patients or their families	101 (64.7%)	1.0	16.8
My patients are more likely to feel that I care about them	100 (64.1%)	1.0	16.0
I am more aware of how the social determinants of health influence patients	120 (76.9%)	0.8	29.2
I take more time to understand the needs of my patients and their families	104 (66.7%)	0.0	18.3
<b>Domain 7: Strategic Analysis &amp; Decision-Making</b>			
I am more likely to stand by my decisions	114 (73.1%)	0.9	13.2
I am better at identifying priorities and defining realistic objectives	114 (73.1%)	0.0	20.2
I am better at providing my team with a clear direction and objectives	107 (68.6%)	0.0	17.8
I am better at thinking critically	119 (76.3%)	0.0	21.0
I am better equipped to anticipate new trends and identify long-term goals	113 (72.4%)	0.9	13.3
<b>Domain 8: Opportunities for Improvement</b>			
There should be more collaboration between partners	138 (88.5%)	0.7	21.0
There should be more contact with patients	118 (75.6%)	1.7	15.3
There should be more contact with students	126 (80.8%)	1.6	12.7

There should be opportunities to practice skills	133 (85.3%)	0.8	16.5
There should be more opportunities to provide feedback for the program	136 (87.2%)	0.0	28.7
There should be more opportunities to receive feedback on individual performance	137 (87.8%)	0.0	29.9
There should be stronger support before, during or after overseas visits	138 (88.5%)	2.2	21.0
There should be more opportunities to teach	134 (85.9%)	0.0	20.1
There should be more comprehensive training before traveling overseas	137 (87.8%)	2.2	13.9
Overseas visits should be longer	136 (87.2%)	2.9	9.6

\* denotes questions with greater than 33% responses in the most extreme categories (e.g. strongly disagree and strongly agree)

## Appendix E: Finalized survey questions, and domain definitions

### Background Information

Demographic Questions
Please select your gender
Please identify your age
How long have you been working at SickKids
What is your current role at SickKids?
How many times have you participated in international work run through SickKids? Please list the countries visited during your international work for SickKids.
What is the <u>longest</u> amount of time you have spent on a <u>single visit</u> to a low or middle-income country through SickKids?
Is international travel to low or middle-income countries a part of your work?

Domain 1: Knowledge of Global Health
Knowledge of global health is a broad understanding of the needs, resources, and experiences of diverse societies to address health challenges worldwide.
I have an improved understanding of the health-challenges facing developing countries.
I have an improved awareness of the needs of developing countries.
I have an improved awareness of the resources available in developing countries.
I have a greater understanding of global health issues.

I have an improved understanding of the complexity of research conducted in developing countries.

**Domain 2: Cultural Awareness and Promotion**

Cultural awareness and promotion represent the ability to demonstrate cultural awareness and knowledge of diverse settings, and to respect and work constructively with people from all backgrounds and orientations.

I am more aware of my own behaviours and attitudes towards culture.

I stress the importance of cultural competence among my colleagues.

I look for ways to make my work environment more multicultural.

**Domain 3: Teamwork and Collaboration**

Teamwork and collaboration is the ability to develop effective relationships with colleagues and team members, and to lead and motivate others to achieve objectives and overcome challenges.

I am better at keeping my team informed of any relevant issues.

I am better at managing my team.

I am more likely to look for ways to motivate my team

I am more likely to encourage my team to be innovative.

I am better at working as part of a team.

I offer help to my colleagues more often.

**Domain 4: Personal Capacity Development**

Personal capacity development is a process of enhancing self-awareness, self-reflection and confidence to empower individuals and enable personal growth. This domain includes personal growth, relationships, desires and attitudes.

I made new friendships.

My desire to pursue further education has increased.

I made changes in my personal life.

I experienced personal growth.

I changed my attitude towards my self

I fulfilled my desire to travel.

My cultural competence has improved.

I am more sensitive to other cultures.

**Domain 5: Professional Capacity Development**

The development or strengthening of knowledge, skills and resources to advance individuals' expertise, aspirations and careers. The professional capacity development domain evaluates changes in skills, self-awareness and management, and ethical reasoning.

**Part A – Soft Skills**

Soft skills are interpersonal qualities, personal attributes, attitudes and

I communicate more effectively.

I am better at controlling my emotions.

	behaviours (Robles, 2012).	<p>I have improved interpersonal skills.</p> <p>I am better at problem solving.</p> <p>I am more organized.</p> <p>I share my opinion more often.</p> <p>I am more receptive to constructive criticism</p> <p>I take on new challenges more often.</p>
<b>Part B – Hard Skills (Job-related skills)</b>	Hard skills represent technical capacities, or skills, within a specific vocation or field of expertise (Robles, 2012).	<p>I am a better clinician.</p> <p>I am a better researcher.</p> <p>I am a better teacher.</p> <p>I have better basic skills.</p> <p>I am more willing to write research proposals pertaining to developing countries.</p> <p>I am better at developing a curriculum.</p> <p>I am better at assessing patients.</p> <p>I am better at caring for patients.</p>
<b>Part C – Self-awareness and management</b>	Self-awareness and management is the ability to adapt to new and diverse pressures, use challenges and criticism as a catalyst for improvement, and take responsibility for tasks (WHO Model).	<p>I work more productively while under pressure.</p> <p>I adapt more readily to changing priorities and demands.</p> <p>I am more likely to take responsibility for my actions.</p> <p>I am more comfortable adjusting to new situations.</p> <p>I am more successful at seeing tasks through to completion.</p> <p>I was exposed to new ideas.</p> <p>I am more receptive to new ideas.</p> <p>I am more likely to apply new methods and technologies to improve work processes.</p>
<b>Part D – Ethical Reasoning</b>	Ethical reasoning is the capacity to	I am better at navigating the ethical implications of research.

	identify and respond with integrity to ethical issues in diverse economic, political and cultural contexts (Ablah, 2014).	I am more transparent in dealing with others.
		I am more aware of the ethical complications of conducting research on patients.

Domain 6: Patient Centred-Care
The provision of health services that places patients at the centre of care through prioritizing their needs, expectations and preferences.
I am more aware of how the social determinants of health influence patients.
I take more time to understand the needs of my patients and their families.
I am less likely to get frustrated with my patients or their families.
My patients are more likely to feel that I care about them.

Domain 7: Strategic Analysis and Decision-Making
Strategic analysis and decision-making is the ability to analyze complex and interrelated factors that shape health, in order to develop and manage goals and priorities.
I am better at thinking critically.
I am more likely to stand by my decisions.
I am better at providing my team with a clear direction and objectives.
I am better at identifying priorities and defining realistic objectives.
I am better equipped to anticipate new trends and identify long-term goals.

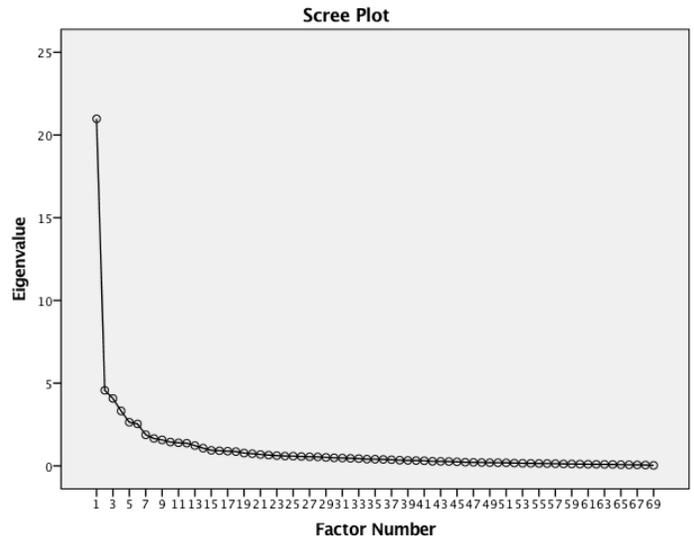
Domain 8: Opportunities for Improvement
Opportunities for organizational-level improvement involves the broad sharing of knowledge, skills and resources to enhance global health programs to address current and global health needs (Ablah, 2014). This domain includes opportunities for preparation for global health fieldwork, partnership, support and resources in order to maximize global health programs.
There should be stronger support before, during or after overseas visits.
There should be more comprehensive training before travelling overseas.
Overseas visits should be longer.
There should be more collaboration between partners.
There should be more opportunities to practice skills.
There should be more opportunities to provide feedback for the program
There should be more opportunities to receive feedback on individual performance.
There should be more opportunities to teach.
There should be more contact with patients.
There should be more contact with students.

### Additional 'Value' Questions

Additional 'Value' Related Questions
Do you think that your work overseas is valued by your colleagues
Do you think that your work overseas is valued by senior administrators

Do you think that your work overseas is valued by the hospital foundation
Are you more likely to continue working at SickKids due to availability of international experiences
Do you think that your international experience has had a positive impact on the SickKids brand

**Appendix F1: Scree plot for seven factor solution**



**Appendix F2: Summary of rotated factors (7 factors extracted)**

Overall Factor Analysis for Reciprocal Value of Global Health Survey							
KMO Measure of Sampling Adequacy	0.868						
Bartlett's Test of Sphericity	p=1.000						
Cumulative% of variance explained	53.157						
	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6	Factor 7
Cumulative % of variance explained	29.697	35.342	39.969	44.464	47.583	51.182	53.157
Items							
I am better at caring for patients	.751						<del>.383</del>
I am better at assessing patients	.733						<del>.308</del>
I am a better clinician	.698						
I am better at thinking critically	.687	<del>.330</del>					
I am better at problem solving	.671	<del>.329</del>					

I have better basic skills (reading, writing, etc)	.668	.424					
I am better at controlling my emotions	.650	.385					
I am a better teacher	.639						
I have improved interpersonal skills	.610		.314				
I am better at working as part of a team	.604	.336	.301				
I am more organized	.585	.363					
I am more aware of my own behaviours and attitudes towards culture	.500		.334				.393
I am a better researcher	.485						
I am better at developing a curriculum	.466						
I am more aware of the ethical complications of conducting research on patients	.414					.317	.384
I am more likely to take responsibility for my actions.		.857					
I offer help to my colleagues more often		.773					
I work more productively while under pressure		.697					
I take on new challenges more often		.626					
I adapt more readily to changing priorities and demands.		.625					
I am more receptive to constructive criticism		.611					
I am better at navigating the ethical implications of research.		.580					
I am more comfortable adjusting to new situations.		.563					
I am more transparent in dealing with others		.548	.510				
I communicate more effectively		.515					
I encourage colleagues to share their views more often		.498					

I am more receptive to new ideas		.438					
I share my opinion more often		.432					
I am better at identifying priorities and defining realistic objectives			.793				
I am better at providing my team with a clear direction and objectives			.740				
I am more likely to encourage my team to be innovative			.725				
I am more likely to look for ways to motivate my team			.678				
I am better at managing my team			.643				
I am more likely to stand by my decisions		.388	.588				
I am better equipped to anticipate new trends and identify long-term goals		.308	.558				
I am better at keeping my team informed of any relevant issues	.336		.558				
I am more successful at seeing tasks through to completion		.385	.514				
I am more likely to apply new methods and technologies to improve work processes		.357	.486				.311
I experienced personal growth				.770			
I was exposed to new ideas				.721			
I changed my attitude towards my self				.702			
I made new friendships				.680			
My desire to pursue further education has increased				.630			
I made changes in my personal life				.575			
I fulfilled my desire to travel				.568			
There should be more collaboration between partners					.686		

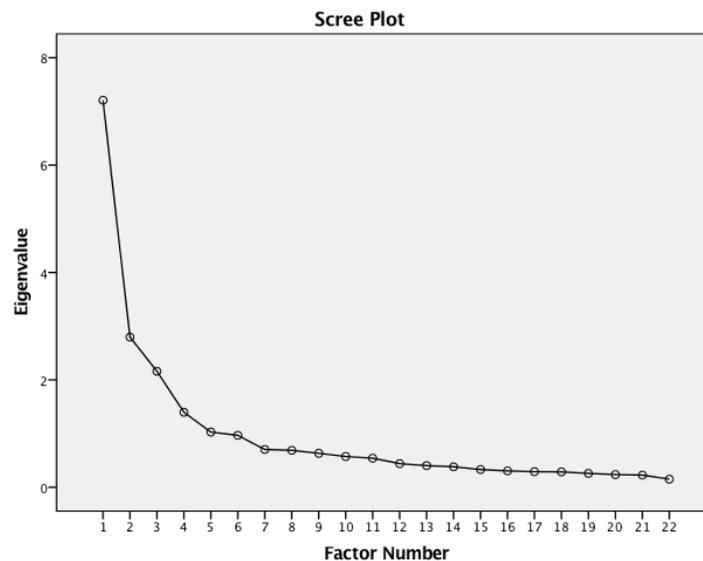
There should be more opportunities to provide feedback for the program					.647		
There should be more opportunities to teach					.646		
There should be more opportunities to receive feedback on individual performance					.624		
There should be opportunities to practice skills					.623		
There should be stronger support before, during or after overseas visits					.567		
There should be more contact with students					.555		
There should be more contact with patients					.547		
There should be more comprehensive training before travelling overseas					.504		
Overseas visits should be longer					.436		
I have an improved awareness of the needs of developing countries						.873	
I have an improved understanding of the health challenges facing developing countries						.805	
I have an improved awareness of the resources available in developing countries						.785	
I have a greater understanding of global health issues						.637	
I have an improved understanding of the complexity of research conducted in developing countries						.471	
My cultural competence has improved				.371**		-.430	
I am more sensitive to other cultures	-.328			.356**		-.381	

My patients are more likely to feel that I care about them	.457	.304					.587**
I take more time to understand the needs of my patients and their families	.375						.535
I am less likely to get frustrated with my patients or their families	.486						.529**
I am more aware of how the social determinants of health influence patients	.371						.386
I look for ways to make my work environment more multicultural							.376* Note: does not really load

*Colour Legend*

Domain 1 – Knowledge of Global Health	Domain 5 – Cultural awareness & promotion	Domain 3 – Teamwork & Collaboration	Domain 4 – Personal benefit
Domain 5 – Professional capacity	Domain 6 – Patient centred care	Domain 7 – Strategic analysis & decision-making	Domain 8

**Appendix G: Scree Plot for Factor Analysis Phase One**



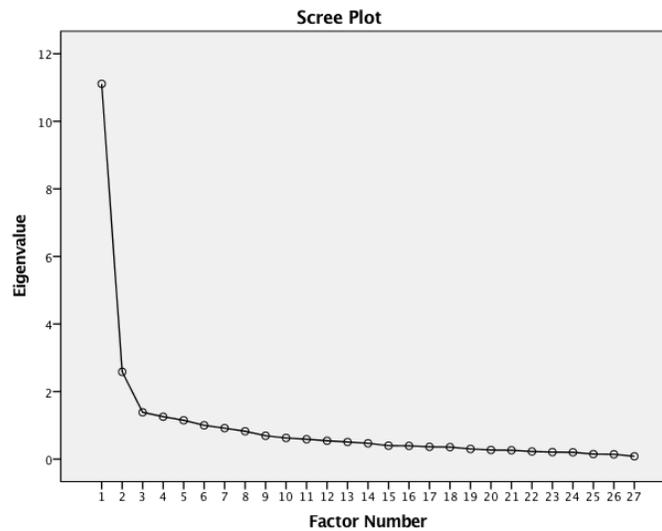
**Appendix H1: Professional Capacity Factor Analysis**

Factor Analysis – Development of Professional Capacity	
KMO Measure of Sampling Adequacy	0.910

<b>Bartlett's Test of Sphericity</b>	p<0.000			
<b>Cumulative% of variance explained</b>	53.777%			
<b>Items</b>	<b>Factor 1</b>	<b>Factor 2</b>	<b>Factor 3</b>	<b>Factor 4</b>
<i>Cumulative &amp; of variance explained</i>	36.975%	46.064%	50.376%	53.775%
I am more likely to take responsibility for my actions.	.783			
I take on new challenges more often	.722			
I work more productively while under pressure	.719			
I am more transparent in dealing with others	.683			
I adapt more readily to changing priorities and demands.	.683			
I am more receptive to constructive criticism	.678			
I am more comfortable adjusting to new situations.	.615			
I communicate more effectively	.603	<del>-.302</del>		
I am more successful at seeing tasks through to completion	.578			
I share my opinion more often	.492			
I am more likely to apply new methods and technologies to improve work processes	.484			
I am more receptive to new ideas	.462		<del>-.305</del>	
I am a better teacher		.718		
I have improved interpersonal skills		.656		
I am better at problem solving	<del>.393</del>	.625	<del>-.336</del>	
I am more organized	<del>.381</del>	.612		
I am better at developing a curriculum		.588		
I am better at controlling my emotions	<del>.392</del>	.496	<del>-.419</del>	
I am a better researcher		.446		<del>.403</del>
I am better at caring for patients		<del>.328</del>	.849	
I am better at assessing patients		<del>.343</del>	.781	
I am a better clinician		<del>.521</del>	.540	
I have better basic skills (reading, writing, etc)	<del>.355</del>	<del>.413</del>	.536	
I am better at navigating the ethical implications of research.	<del>.481</del>			.689

I am more aware of the ethical complications of conducting research on patients		.342		.599
I am more willing to write research proposals pertaining to developing countries				.584

### Appendix H2: Scree Plot for Professional Development Factor Analysis



### Appendix I: Factor Analysis Phase 3

