|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  **Determinants OR** **Appendix**. Odds ratio for determinants for perceiving more or less importance for the MCD- outcome compared with the other subgroups. Odds ratio (OR) were considered clinically relevant if OR<0.5 or > 2 (except age, calculated for each year). |  | **HEALTHCARE DOMAINS** | **PROFESSIONS** | **GENDER/AGE** |
|  **Outcomes** | **Netherlands vs Scandinavia**  | **Psychia-tric care vsother**  | **Somat care vs others** | **Community care vs other** | **Mentdisab vs other** | **Nurse assistents vs other** | **Nurses vs other** | **Physi-cians vs other** | **Thera-pists vs other** | **Female versus male** | **Older age vs younger age**  |
| **ENHANCED COLLABORATION**  |
| More open communication among co-workers | **0.29**\*\* | **0.32**\*\* | NS | NS | NS | NS | NS | NS | **0.31**†\*\* | **0.27** †\*\* | **1.05** †\*\* |
| Better mutual understanding of each other’s reasoning and acting  | NS | **0.27**\*\*\* | **3.26**\*\* | NS | NS | NS | NS | **0.33**\* | **0.39**\*\* | **0.23**\*\*\* | NS |
| Greater opportunity for everyone to have their say  | **0.15**†\*\*\* | **0.26**\*\*\* | 1.68\*\* | **3.99**\*\*\* | NS | **5.45**\*\*\* | NS | 0.5\* | NS | 0.36†\*\*\* | **1.03**\*\* |
| I and my co-workers manage disagreements more constructively  | **0.40**†\*\*\* | 0.58\* | NS | **2.55**\* | NS | NS | NS | **0.45**†\* | NS | NS | **1.03**†\*\* |
| Enhanced mutual respect amongst co-workers | **0.14**†\*\*\* | **0.30**\*\*\* | **2.03**\* | **2.18**\* | NS | **+inf**\*\*\* | NS | NS | 0.44\*\* | 0.40\*\*\* | **1.03**\*\* |
| **ENHANCED EMOTIONAL SUPPORT** |  |  |  |  |  |  |  |  |  |  |  |
| Enables me to better manage the stress caused by ethically difficult situations  | **0.21**†\*\*\* | **0.35**\*\*\* | 1.93\*\* | **2.35**\*\* | **0.49**\* | **5.59**\*\*\* | 1.68\*\* | **0.35**†\*\*\* | **0.32**†\*\*\* | 0.32†\*\*\* | **1.02**\*\* |
| I feel more secure to express doubts or uncertainty reg ethically diff. sit. | **0.31**\*\*\* | **0.37**\*\*\* | NS | **3.15**\*\*\* | NS | **5.42**\*\*\* | NS | NS | NS | **0.35**\*\*\* | NS |
| Enhances possibility to share difficult emotions and thoughts  | **0.37**†\*\*\* | **0.36**\*\*\* | 1.78\* | NS | NS | **3.21**\*\* | NS | NS | NS | **0.31**†\*\*\* | NS |
| Increases awareness of my own emotions regarding ethically diff. situations | **0.21**\*\*\* | **0.45**\*\*\* | NS | **2.11**\*\*\* | NS | **3.30**\*\*\* | NS | NS | 0.48\*\* | 0.50\*\* | **1.03**\*\* |
| Strengthens my self-confidence when managing ethically difficult situations | **0.21**†\*\*\* | **0.31**\*\*\* | NS | **3.61**\*\*\* | NS | **6.42**\*\*\* | NS | **0.40**\*\* | 0.61\* | **0.28**†**\***\*\* | NS |
| **IMPROVED MORAL REFLEXIVITY** |  |  |  |  |  |  |  |  |  |  |  |
| Develops my skills to analyse ethically difficult situations | **0.43**\*\* | 0.52\* | NS | **4.96**\*\* | NS | NS | NS | NS | NS | NS | NS |
| I see the ethically difficult situations from different perspectives  | **0.34**\*\*\* | **0.40**\*\*\* | NS | **2.79**\* | NS | NS | NS | NS | NS | **0.31**\*\*\* | **1.03**\* |
| Increases my awareness of the complexity of ethically difficult situations | **0.27**\*\*\* | 0.52\*\* | NS | **2.91**\*\*\* | NS | **4.12**\*\*\* | NS | **0.43**\*\* | 0.51\*\* | **0.38**\*\*\* | **1.04**†\*\*\* |
| Enhances my understanding of ethical theories | 0.69\* | NS | NS | 1.92\*\* | NS | **4.54**†**\***\*\* | NS | **0.36**†\*\*\* | NS | 0.66\* | **1.03**†\*\* |
| Develops my ability to identify the core ethical question in the diff. sit.  | 0.53\*\* | **0.49**\*\* | NS | **3.29**\*\* | NS | **3.16**\*\* | 0.64\* | NS | NS | **0.46**\*\* | **1.03**\*\* |
| **IMPROVED MORAL ATTITUDE** |  |  |  |  |  |  |  |  |  |  |  |
| Gives me more courage to express my ethical standpoint | **0.29**\*\*\* | **0.42**\*\*\* | 1.54\* | **2.37**\*\* | 0.53\* | **3.06**\*\*\* | NS | **0.40**†\*\* | NS | **0.44**\*\*\* | NS |
| I listen more seriously to others’ opinions  | **0.18**\*\*\* | **0.42**\*\*\* | NS | **3.23**\*\*\* | NS | **8.16**\*\*\* | NS | 0,51\* | **0.38**\*\*\* | 0,50\*\* | **1.03**\*\*\* |
| I gain more clarity about my own responsibility in the ethically diff. sit.  | **0.32**†\*\*\* | **0.36**\*\*\* | NS | **2.98**\*\* | NS | **5.28**\*\*\* | NS | **0.41**†\*\* | NS | **0.29**†\*\*\* | NS |
| I become more aware of my preconceived notions | **0.19**†\*\*\* | **0.32**\*\*\* | NS | **3.06**\*\*\* | NS | **4.29**\*\*\* | NS | **0.32**\*\*\* | NS | **0.37**†\*\*\* | NS |
| I understand better what it means to be a good professional | **0.26**\*\*\* | 0.53\*\* | NS | **2.31**\*\* | NS | **6.16**†\*\*\* | NS | **0.32**†\*\*\* | NS | **0.45**\*\*\* | NS |
| **CONCRETE RESULTS** |  |  |  |  |  |  |  |  |  |  |  |
| Consensus is gained amongst co-workers in how to manage the ethic diff. sit. | NS | NS | NS | NS | NS | NS | NS | NS | NS | NS | NS |
| Enables me and my co-workers to decide on concrete actions in order to manage the ethically difficult situations | **0.47**\*\* | NS | NS | NS | NS | NS | NS | NS | NS | NS | NS |
| Find more courses of actions in order to manage the ethically diff. sit. | **0.34**†\*\*\* | NS | NS | **3.38**\*\* | **2.60**\*\* | **2.69**\* | NS | **0.45**\* | NS | **0.42**\*\* | **1.02**\* |
| **ON ORGANIZATIONAL LEVEL** |  |  |  |  |  |  |  |  |  |  |  |
| I and my co-workers examine more critically the existing practice/ policies | NS | NS | NS | NS | NS | NS | NS | NS | NS | NS | NS |
| Contributes to the development of practice/policies in the workplace | **0.38**†\*\*\* | **0.43**\*\*\* | NS | **3.33**\*\* | NS | **3.30**\*\* | NS | **0.45**\* | **0.49**\*\* | **0.39**†\*\*\* | **1.03**†\*\* |
| I and my co-workers become more aware of recurring ethically diff. sit.  | **0.28**\*\*\* | **0.37**\*\*\* | NS | **3.37**\*\* | NS | **4.95**\*\* | NS | NS | 0.51\* | **0.31**\*\*\* | NS |

**†** *= also significant in multivariable logistic-regression NS= not significant p>0.05 \* = p < 0.05 \*\* = p< 0.01 \*\*\* = p< 0.001*