

Psychometric validation of the Peruvian version of a short scale to assess psychological violence in health professionals: A cross-sectional study

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Annex

Annex 1. Theoretical factors of psychological violence at work (22 indicators).

Theoretical factors	Number of items	Reagents
Intimidation	8	01II_You are attacked on your reputation or personal image
		02II_You are humiliated or ridiculed
		04II_You are assigned tasks with very short deadlines
		08II_You spread malicious rumors
		12II_You are hindered from communicating with colleagues or other workers
		15II_You are attacked on your reputation by devaluing your work
		17II_Your presence is ignored
		21II_You are blocked from training opportunities
Isolation	7	03IA_You are mocked, slandered, or defamed in public
		05AI_You are excluded from meetings where decisions are made
		06AI_You are denied access to important information
		07AI_He/she is accused of negligence (manipulated)
		09IH_Your work is devalued
		10AI_You are ignored for your successes at work
Belittling	7	18IY_You are assigned new tasks without pause
		11D_You are penalized even for small failures
		13D_You are interrupted when you are speaking
		14D_You are prevented from expressing yourself
		16D_You are rebuffed by avoiding eye contact and by gestures of contempt
		19D_You are given tasks of higher competences
		20D_You are criticized for your work and verbally attacked
22D_You are blocked from promotions or improvements in working conditions		

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Annex 2. Average inter-item correlation coefficient (21 items).

	2I	3I	4I	5A	6A	7A	8I	9A	10A	11D	12I	13D	14D	15I	16D	17I	18A	19D	20D	21I
2I	-																			
3I	0.713	-																		
4I	0.233	0.308	-																	
5A	0.059	0.262	0.106	-																
6A	0.394	0.523	0.297	0.426	-															
7A	0.050	0.158	0.062	0.305	0.577	-														
8I	0.393	0.182	0.207	0.008	0.312	0.077	-													
9A	0.277	0.343	0.297	0.233	0.551	0.252	0.265	-												
10A	0.205	0.336	0.125	0.270	0.582	0.462	0.167	0.402	-											
11D	0.124	0.029	0.075	-0.052	0.168	0.237	0.142	0.258	0.424	-										
12I	0.073	0.161	0.194	0.262	0.336	0.064	0.198	0.200	0.101	0.199	-									
13D	0.207	0.178	0.075	0.074	0.006	0.143	0.082	0.023	0.048	0.178	0.092	-								
14D	0.119	0.047	0.040	0.037	0.112	0.095	0.182	0.167	0.283	0.368	0.022	0.021	-							
15I	0.058	0.011	0.062	0.047	0.040	0.032	0.024	0.013	0.115	0.136	0.011	0.069	0.400	-						
16D	0.027	0.084	0.070	0.102	0.051	0.076	0.084	0.103	0.037	0.178	0.063	0.040	0.311	0.159	-					
17I	0.245	0.177	0.372	0.002	0.267	0.126	0.341	0.281	0.063	0.090	0.069	0.182	0.175	0.107	0.167	-				
18A	0.206	0.372	0.171	0.207	0.429	0.214	0.103	0.255	0.173	0.074	0.193	0.014	0.148	0.189	0.049	0.335	-			
19D	0.147	0.178	0.089	0.413	0.354	0.241	0.069	0.157	0.140	0.020	0.214	0.015	0.091	0.029	0.021	0.106	0.350	-		
20D	0.066	0.042	0.105	0.047	0.017	0.031	0.265	0.068	0.145	0.202	0.046	0.142	0.211	0.122	0.189	0.183	0.032	-0.010	-	
21I	0.260	0.075	0.186	0.123	0.176	0.022	0.314	0.133	0.121	0.147	0.237	0.002	0.289	0.069	0.256	0.275	0.085	0.123	0.266	-
22D	0.017	0.145	0.094	0.056	0.044	0.095	0.104	0.055	0.261	0.319	0.071	0.007	0.315	0.065	0.252	0.330	0.099	0.145	0.224	0.304

Source: Prepared by the authors.

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Annex 3. Brief scale to assess psychological violence in health professionals (EVP-health) (final version).

Code	Health center (city)				Profession	Work área		Time of service (years)	
Employment status (mark with an "X")					Age (years)	Sex (mark with an "X")		Occupational group (mark with an "X")	
Permanent	Temporary	Intern	SERUMS	Other		Male	Female	Care work	Administrative
N°	Codes	Reagents				Never	Sometimes	Most of the times	Always
In the last six months									
1	06*	You are denied access to important information							
2	07A	Accused of negligence (manipulated)							
3	10A	Your work successes are ignored							
4	09A	Your work is devalued							
5	05A	Excluded from meetings where important decisions are made							
6	17II	Your presence is ignored							
7	04II	You are assigned tasks with very short deadlines							
8	08II	Spreading malicious rumors							
9	21II	Blocking opportunities for education or training							
10	14D	You are prevented from expressing yourself							
11	11D	You are penalized for even minor failures							
12	16D	You are shunned by avoiding eye contact and using belittling gestures							
13	20D	Criticizing your work and verbally attacking you							

Source: Prepared by the authors.